



CPS

**Crown Prosecution Service
London Hate Crime Scrutiny Panel
Annual Report 2008 - 2009**

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Foreword: Cindy Butts, Independent Chair, Hate Crime Scrutiny Panel



Every year, thousands of people in Britain are victims of hate crime. Hate crimes perpetrated on individuals, families or communities have a devastating effect on those who are subjected to them. At an individual level hate crime leaves the sufferer feeling vulnerable and victimised, and at an extreme level can cause serious physical harm.

There is a growing body of research which reveals that survivors also experience heightened psychological distress and trauma because they are harassed and/or abused for no reason other than because of their ethnicity, religion, sexual orientation, age, gender or disability (be that physical or mental); in essence, they are attacked on the basis of their personal identity. This research indicates that hate crimes have a more serious impact on the victim than other crimes. That impact may be very different from the aftermath of other crimes because it affects fundamental aspects of the survivor's identity.

In recognising the damaging effects of hate crime, agencies such as the CPS, the police and local authorities must do all that they can to reduce the number of hate crime incidents, and where they do occur ensure that more offenders are brought to justice and that survivors are given the best possible level of care and support.

That is why I am particularly pleased to be able to present the CPS London Hate Crime Scrutiny Panel's first Annual Report. The *raison d'être* of the panel is simple: to improve the way in which CPS London deals with hate crime and to provide greater levels of community confidence in the criminal justice system. In so doing, the panel is tasked not just with identifying gaps and saying where improvements can be made but also with identifying and highlighting good practice and ensuring that this is replicated.

The mechanisms under which the London panel operates clearly demonstrate openness and transparency, making CPS London more locally accountable, with its decision-making more exposed to scrutiny, which in turn makes CPS London more visible to the city's communities. This can only lead to improved public confidence.

I hope that through this Annual Report we can share our experiences of the scrutiny process and raise awareness of the positive impact that the panel has had, and continues to have, on the experiences of victims and witnesses of hate crime in London.

It has been a pleasure to be part of this process over the last year and I hope that the level of scrutiny and support is maintained. I am indebted to my fellow panel members, who bring a wealth of knowledge, experience and networks, which benefits the work of the panel tremendously. There is much still to do but I am sure the trail-blazing good practice firmly established by the panel will continue well into the future.

Introduction: Dru Sharpling, Chief Crown Prosecutor, CPS London



The CPS London Hate Crime Scrutiny Panel is a radical way of identifying strengths and weaknesses in a key part of our business. It has enabled us to improve our handling of hate crime and, as a result, increase community confidence.

Since the panel was formed in 2008, we have progressively reduced the number of unsuccessful hate crime cases and have seen a steady increase in victims prepared to come forward. Our lawyers are far more confident about handling hate crime as a result of the constructive feedback they regularly receive from informed representatives of the community.

I hope that this, the first Annual Report to be issued by the panel, will raise awareness of the panel among communities and other criminal justice system (CJS) partners in the region and that readers will be reassured by the way in which CPS London responds to criticisms that have been raised by the panel and our communities.

Like all the best ideas in the criminal justice system, the panel does not just add a new process: it produces tangible results. Rolled out nationally across all 42 CPS Areas, it does this by putting prosecutors at the heart of the drive to strengthen confidence in the criminal justice system.

It provides a platform for diverse communities to come together so that they can speak with one voice in not only condemning but also combating hate crime.

Hate crime debases its perpetrators, erodes the quality of life of those who suffer it, denies victims their fundamental right to equality of treatment and corrodes community cohesion. Quite simply, safe communities are strong communities. By building stronger cases, the CPS can help build stronger communities. Of all the lessons that this panel can teach us, that is the key one.

I therefore welcome this report and the recommendations made by the panel members. We will continue to listen to the members' feedback and contributions and make improvements where we can.

I trust also that this report will raise awareness within communities of the sustained efforts made by CPS London and panel members to improve our handling of hate crime. We hope this results in more victims coming forward to report hate crime and that those who do will stay with the legal process until its conclusion so that offenders can be brought to justice.

The role of the CPS

The CPS (Crown Prosecution Service) was established 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 the CPS is responsible for:

- Charging offenders in all but the most minor offences
- Advising the police and reviewing the evidence in cases for possible prosecution
- Deciding the charge where the decision is to prosecute
- Preparing cases for court
- Presenting 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 <http://www.cps.gov.uk/>. Although the CPS works closely with the police, we are independent of them. The independence is of fundamental constitutional importance. Casework decisions taken with fairness, impartiality and integrity help deliver justice for victims, witnesses, defendants and the public. More information about the CPS can be found at <http://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 developments in relation to the operation and membership of the panel. Information from the Annual Report for each CPS Area also informs a national picture of what panels are doing across the country. This information is also being shared with all the CPS Areas via a conference in 2009, to facilitate the exchange of ideas and learning between panels.

What are hate crimes?

The CPS has produced separate policies and guidance for prosecutors in relation to the following hate crimes:

- Racist and religious crime
- Homophobic and transphobic hate crime
- Disability hate crime.

Racist and religious hate crime

The CPS uses the definition of a racist or religious incident contained within the Macpherson Report, which was published after the murder of Stephen Lawrence. This is “any incident which is perceived to be racist or religious by the victim or any other person”. The Crime and Disorder Act 1998, as amended, creates a statutory definition of racial and religious aggravation, a range of racially or religiously aggravated offences and a duty for the court when sentencing to treat more seriously any offence (other than one charged as a specific racially or religiously aggravated offence) where there is evidence of racial or religious aggravation. The prosecutor must first prove that the offender committed the basic offence and then that the offence was racially or religiously aggravated.

Homophobic and transphobic hate crime

A definition based on the Macpherson definition has been adopted by CPS and this is “any incident which is perceived to be homophobic or transphobic by the victim or any other person”. In April 2005, Section 146 of the Criminal Justice Act 2003 was implemented. This does not create any new offences but imposes a duty upon the courts to increase the sentence for any offence aggravated by hostility based on the victim’s sexual orientation (or presumed sexual orientation). Section 146 does not, however, apply in cases where hostility is based on the victim’s gender identity or presumed gender identity.

Disability hate crime

There is no statutory definition of a disability related hate crime. The CPS, however, has adopted the following definition: “Any incident, which is perceived to be based upon prejudice towards or hatred of the victim because of their disability or so perceived by the victim or any other person”. In April 2005 the law was changed by Section 146 of the Criminal Justice Act 2003. This does not create any new offences but imposes a duty upon courts to increase the sentence for any offence aggravated by hostility based on the victim’s disability (or presumed disability). Therefore, when the court is deciding on the sentence to be imposed, it must treat evidence of hostility based on disability as something that makes the offence more serious. The court must also state that fact openly so that everyone knows that the offence is being treated more seriously because of this. The CPS, therefore, now has a duty to ensure that where there is evidence of such hostility, this is brought to the attention of the sentencing court.

Domestic violence and violence against women

Prior to April 2008 domestic violence was recorded as a hate crime, which meant that cases of domestic violence were also scrutinised as part of the Hate Crime Scrutiny Panel process. In April 2008 the CPS produced its first Violence against Women Strategy. Domestic violence and other forms of violence against women are now all part of that co-ordinated strategy. Hate Crime Scrutiny Panels provide a valuable opportunity to gather qualitative evidence about how our policies are translated into practice.

Background to the Hate Crime Scrutiny Panel

National context and objectives

The first Hate Crime Scrutiny Panel was set up in West Yorkshire in 2004 and was independently evaluated in 2006 by the University of Hull. The evaluation commended the West Yorkshire panel as groundbreaking in terms of accountability and transparency and concluded that such panels could be usefully introduced across the country.

What does a Hate Crime Scrutiny Panel do?

The panel is a mechanism for ensuring transparency and accountability in decision-making in dealing with hate crime. At each panel meeting (usually three or four a year) panel members look at a number of randomly selected case files, where the case has been finalised. Case files comprise those investigated by the police and charged by the CPS – either to full trial or discontinuance –

and those cases that the police investigate but the CPS did not charge. Members usually look mainly at unsuccessful cases in order to learn lessons for the future. At the end of each case scrutiny, members go through a pro-forma checklist, which helps to ensure that the panel considers the key issues related to the case e.g. one question asks, "If pleas were accepted to lesser offences, was this justified?" By the end of the day the panel will have put forward a series of recommendations that reflects issues related to the handling of the cases considered. The CPS will then either act on the recommendation itself, or if the recommendation relates to partner agencies, pass the comments on to the partner service. Each meeting starts with a progress report on the implementation of previous recommendations.

Panel terms of reference

- To review and scrutinise randomly selected hate crime case files
- To increase understanding of CPS decision-making processes in relation to hate crime
- To increase CPS London's understanding of how decision-making processes can be improved from a community perspective
- To identify issues, common themes and trends in decision-making processes and their impact on communities
- To improve CPS London's response to hate crime by encouraging the panel to act as a 'critical friend' in relation to training, development and delivery
- To identify and share good practice and lessons learnt

This year the panel has scrutinised the following types of cases:

- Disability hate crime
- Domestic violence
- Homophobic crime
- Rape
- Racist crime
- Religious crime

Panel members review completed case files on a specific hate crime-related theme per meeting. Prosecutors are invited to attend meetings as observers to help ensure that learning from panel scrutiny informs future prosecution practice. Panel comments are sent to managers who, in return, complete a template indicating any action taken. This template is then circulated to panel members who can ask for further detail, if considered appropriate.

Recruitment of panel members

Panel members are appointed for two years following 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.

The independent facilitator was approached to fill the role as someone who had experience of being an independent member of a criminal justice agency (the police) and knowledge of hate crime prosecutions. The legal advisor was appointed from the list of Treasury Counsel.

All panel members must complete a register of interests and undertake a security check. They have to adhere to a code of conduct and undertaking of confidentiality. The panel meets four times a year, with a maximum of two additional training days. Community members of the panel are paid remuneration and expenses.

Two members talked about their experiences on the panel in a contribution to a compilation DVD for the outgoing Director of Public Prosecution, produced by the National Black Crown Prosecution Association (a CPS staff network).

Training members

Panel members attended a training day prior to the first panel meeting. The training had input from Ebrahim Dockrat MBE, the Independent Chair and Facilitator of the CPS North and West Yorkshire Hate Crime Scrutiny Panel. He has been instrumental in driving up West Yorkshire's performance in relation to the successful prosecution of racist, religious and homophobic crime. His input and attendance at the training day was valuable and provided a framework of how a successful panel could work, and greatly contributed to the successful implementation of the CPS London Hate Crime Scrutiny Panel.

The panel receives on-going training at the beginning of each panel sitting. This has included training on rape prosecution policy, domestic violence policy, homophobic and transphobic crime, disability hate crime and prosecuting rape case policy.

Acknowledgements

Thanks are extended to the following: Nicholas Hilliard QC and Kate Bex, who were locum legal advisors to the panel in Bobbie's absence; Dave McNaghten, Locum Metropolitan Police Service Representative, in Gerry's absence; and to CPS London's Raj Joshi, former Director of Legal Practice and Quality Assurance, Yvette Williams, Equality and Diversity Manager, Jessica Ward, former Panel Administrator, Kirsty Major, former Executive PA to the CCP, and Oluwatoyin Ere, Performance Officer.

Panel members

- Cindy Butts (Metropolitan Police Authority) – Independent Facilitator
- Bobbie Cheema (Treasury Counsel) – Independent Legal Advisor
- Gerry Campbell (Metropolitan Police Service)
- Deborah Gold (GALOP)
- Elcena Jeffers (Black Disabled People's Association)
- Hamid Khan (Muslim Young People Network)
- Harpreet Sihota (The Haven, Whitechapel)
- Mari Taber (Mind in Kingston)
- Anthony Wills (Standing Together Against Domestic Violence)

Members' biographies can be found in Annex C

Panel members' quotes on attending the panel

"I have found that the HCSP allows the community to be involved at the very heart of the scrutiny process. The expertise available to the panel and the willingness of the CPS to listen to commentary and feedback is very reassuring" – Anthony Wills

"Attendance at the panel is a refreshing and stimulating experience; the members provide a healthy cross-representation of the community and often raise challenging and provocative questions. There is a lively sense of friendly and vigorous engagement which is characteristic of the high regard in which the CPS is held in the community" – Bobbie Cheema

"The panel has been an interesting and insightful experience. It has notably raised my awareness of the somewhat challenging decision-making environment in which CPS prosecutors operate. As a consequence of the panel's informed discussions, which have been complemented by our CPS advisor's guidance, I've picked up informative material, which I've used to inform Metropolitan Police standard operating procedures and the advice that I give" – Gerry Campbell

"Being a member of the HCSP during its inaugural year has been immensely positive for me, and more importantly I have had the opportunity to be a part of something which is positive for my community. I have been impressed by the openness of CPS London and its willingness to learn from its mistakes, and to attempt to embed good practice where it is identified" – Deborah Gold

"Accountability, transparency, clarity and proficiency were the things promised by the CPS at the inception of the panel, and I am very happy to say that these things have been delivered. Personally, I've gained much from being on the panel, and professionally I believe I have also acquired a wealth of knowledge that will never atrophy. The panel is constituted of a variety of personalities who bring to it great experience and knowledge. We have an individual input, which at times can seem

critical, but collectively we agree on suggestions that the CPS take away and implement. True to their word, they've got the job done to date" – Hamid Khan

"When I was nominated to sit on the panel last year, the key question for me was: If a person suffering from mental distress reports a crime, will they receive justice? In my work at Mind in Kingston, I often hear that going through the judicial process is distressing and overwhelming for our service-users. In the majority of cases people in mental distress are not sure that justice will be done. Therefore, a high proportion of service-users are apathetic at best. To quote one service user: 'I am made to feel like I am lying and even though I am not lying, I am still made to feel guilty. The local police do not take me seriously because they know that I have a mental health history.' I think that my participation on the Hate Crime Scrutiny Panel has helped to inform service-users that mental health is on the CPS agenda. I am trying to reassure service-users that they do have a 'voice' and that the judicial system is reviewing and taking stigma seriously. I can now tell them that the panel is part of the process for ensuring that a culture develops where people in mental distress can ask for assistance or advocacy without fear of discrimination. Lastly, not only has there been an opportunity to feed back to service-users, carers and Mind trustees, but our local Kingston councillors have taken an interest in how we are dealing with mental distress cases in the judicial system" – Mari Cameron-Taber, Director, Mind in Kingston

Key panel findings and recommendations, subsequent actions by the Area and business benefits

Direct Communication with Victims letters

Prosecutors write to victims of hate crime explaining their decisions to discontinue a case or alter a charge. Letters should be sent within five days of a decision. In cases where there is a vulnerable victim/witness, letters should be sent within 24 hours. Prosecutors will also offer to meet the victim where circumstances change and we can no longer proceed with the case.

The panel has come across a number of cases where letters were not sent out within the timeframe. Members also commented on the quality of some letters. In some cases the Direct Communication with Victims letter that was sent was not appropriate. One letter was sent in English where there was clear detail that the victim communicated in another language. The panel recommended that on this occasion a face-to-face meeting with an appropriate interpreter would have been more suitable.

In one disability hate crime case the panel acknowledged the difficulty the prosecutor faced in writing to the victim with a learning disability to notify them of a case they were no longer proceeding with. The panel agreed that the letter should have been written in clearer, simpler language and that a copy sent to an appropriate other.

As a consequence the Chief Crown Prosecutor commissioned a prosecutor to lead a project on Direct Communication with Victim letters across the Area. The project is now complete and a range of template letters is available on the CPS Infonet. Prosecutors have been encouraged to think about writing personally adapted letters where applicable and to offer meetings where appropriate.

Special measures

By applying to the court for 'special measures' we can help children under 17, victims of sexual offences, intimidated witnesses and people with communication difficulties to give evidence in the best possible way. These include placing screens around the witness box or allowing the witness to sit in a room in the court away from the courtroom and give evidence via a television link. In several cases the panel highlighted good practice by the Area's prosecutors in applying for special measures for witnesses.

Premature charging decisions

In one case the panel questioned whether the charging decision made by CPS Direct (the CPS telephone service that deals with charging advice outside normal working hours) had been made prematurely. As a consequence, at a later stage the reviewing lawyer needed to ask for further information when a full review of the case was undertaken. The panel concluded that CPS Direct should have advised the police to conduct further background enquiries before the charging decision was made. Further enquiries would have shown an on-going 'neighbourhood disturbance' between the victim, other neighbours and the defendant, and could have affected the decision on what to prosecute.

Bad character applications

The 2003 Criminal Justice Act enabled the ability of prosecutors to introduce the 'bad character' of a defendant. This could consist of relevant convictions and unproved offences where there was evidence and alleged blame.

In one case scrutinised by the panel the main witness had previous convictions that could have been introduced in court. The panel questioned whether a witness' previous bad character should impact on a person's credibility as a witness for the rest of their existence. It was also difficult to write a Direct Communication with Victims letter to the victim when the case was dropped, as details of the witness' convictions could not be disclosed.

Use of intermediaries

Intermediaries help witnesses with communication needs to give their best evidence in criminal investigations and at trial by ensuring that they can understand questions put to them and can communicate their answers effectively. In one case the panel praised the use of an intermediary. This had enabled a vulnerable victim to give evidence in a familiar environment and provided the person with support.

Section 146

Section 146 of the Criminal Justice Act 2003 is designed to ensure that offences aggravated by hostility based on disability are treated seriously by the courts. Prosecutors now have a duty to ensure that evidence of such hostility is brought to the attention of the sentencing court.

In one case the panel found that the defendant pleaded guilty to a lesser offence, but that there may have been an opportunity to increase the penalty if section 146 had been applied.

To address this, an Area disability co-ordinator has been tasked with improving CPS London's performance on disability hate crime. Lessons have been learnt by Area lawyers, as demonstrated by sustained improvements in performance.

Victim care

In many cases the panel queried what care and support was offered to victims regardless of the case outcome. In one case a referral made to the LGBT support officer was highlighted as good practice. In another case the panel pointed out that an opportunity to refer a defendant to alcohol support services had been missed at all opportunities.

The Area database is currently being updated to enable prosecutors to have access to local advocacy and support services.

Case files updating

Each CPS case is given a unique reference number; details are maintained and updated on the electronic case management system. A hard copy file is also maintained. This includes all documents, including correspondence. The cover of the file has a section for prosecutors to update, both at the office and also at court.

On some files the panel came across a number of case covers that had not been updated. In one case this led to administrative errors over witness warnings and a request for a medical statement not being noted and, as a result, unavailable for the following court hearing. The result was that the defendant received a lesser sentence.

Robust action has been taken to remedy this through the Area's business assurance team, who are working with Integrated Prosecution Teams (see below) as they are being rolled out across London. A template file will be used across all sites. Files will contain separate sections for evidence, correspondence etc and file endorsement standards communicated across the Area.

Integrated Prosecution Teams

Integrated Prosecution Teams (IPT) are aimed at improving the quality and management of case files. The idea was first suggested when Sir Iain Glidewell reviewed the CPS in 1998 and suggested an amalgamation of some police and CPS functions within a 'Criminal Justice Unit' environment. IPT will place our staff in police stations where the prosecution business is conducted. There will also be teams permanently based at both magistrates' courts and Crown Courts.

Premature charging decisions

The panel is clear that just as CPS lawyers need to prosecute hate crime robustly, the police need to have a clear focus when investigating these offences. In some cases inadequate investigation and a failure to gather available evidence has led to cases not proceeding. The presence of a senior member of the Metropolitan Police Service on the panel has proved to be of great benefit. The police have responded positively to the panel's feedback.

Victim impact assessments

The CPS has a duty to ensure that the court has all the necessary information about the offender, the offence and the sentencing options available so that the court may pass a sentence that reflects the seriousness of the criminal conduct. The CPS also has a duty to ensure that a Victim Personal Statement (VPS) or Community Impact Statement is available to the sentencing court so that it can fully take into account the effect that the criminal behaviour has had on the individual and community.

In one homophobic hate crime case scrutinised by the panel, members were concerned that as a VPS had not been requested this could have led to the undermining of public confidence and impact on the willingness of victims to stay with the process.

A gateway prompting prosecutors to obtain a VPS and Community Impact Statement has been circulated to all staff. VPS are used in all homicide cases.

Failure or delay in obtaining CCTV evidence

In two cases scrutinised by the panel, members discovered that a failure by the police to obtain CCTV evidence may have had a detrimental impact on the outcome of the case.

In one case the police received clear advice from the prosecutor to obtain the CCTV evidence. This was followed up, but took a long time. The outcome was that the case was discontinued. The panel agreed that the CPS request was correct; however, the decision-making process may have been quicker if the police had seized the CCTV tape as soon as possible.

Area hate crime performance data

Prosecutions fall into two categories: convictions, consisting of guilty pleas, convictions after trial and cases proved in the absence of the defendant; and unsuccessful outcomes, which comprise all other outcomes including discontinuances, dismissals after trial and dismissals with no case to answer, judge-directed acquittals and jury acquittals.

In the year April 2007-08 CPS London prosecuted the following cases:

Domestic violence

3,898 cases were successfully prosecuted

2,790 cases were unsuccessfully prosecuted

Rape

414 cases were successfully prosecuted

501 cases were unsuccessfully prosecuted

Racist and religious crime

1,448 cases were successfully prosecuted

503 cases were unsuccessfully prosecuted

Homophobic crime

106 cases were successfully prosecuted

36 cases were unsuccessfully prosecuted

Up until March 2008 offences of domestic violence were also treated as hate crimes. With effect from April 2008 they are now reported separately as part of the Violence against Women Strategy.

The CPS began to collect data on disability hate crime in April 2008.

In the year April 2008-09 CPS London prosecuted the following cases:

Domestic violence

4,452 cases were successfully prosecuted

2,741 cases were unsuccessfully prosecuted

Rape

340 cases were successfully prosecuted

384 cases were unsuccessfully prosecuted

Racist and religious crime

1,302 cases were successfully prosecuted

372 cases were unsuccessfully prosecuted

Homophobic crime

104 cases were successfully prosecuted

35 cases were unsuccessfully prosecuted

Disability hate crime

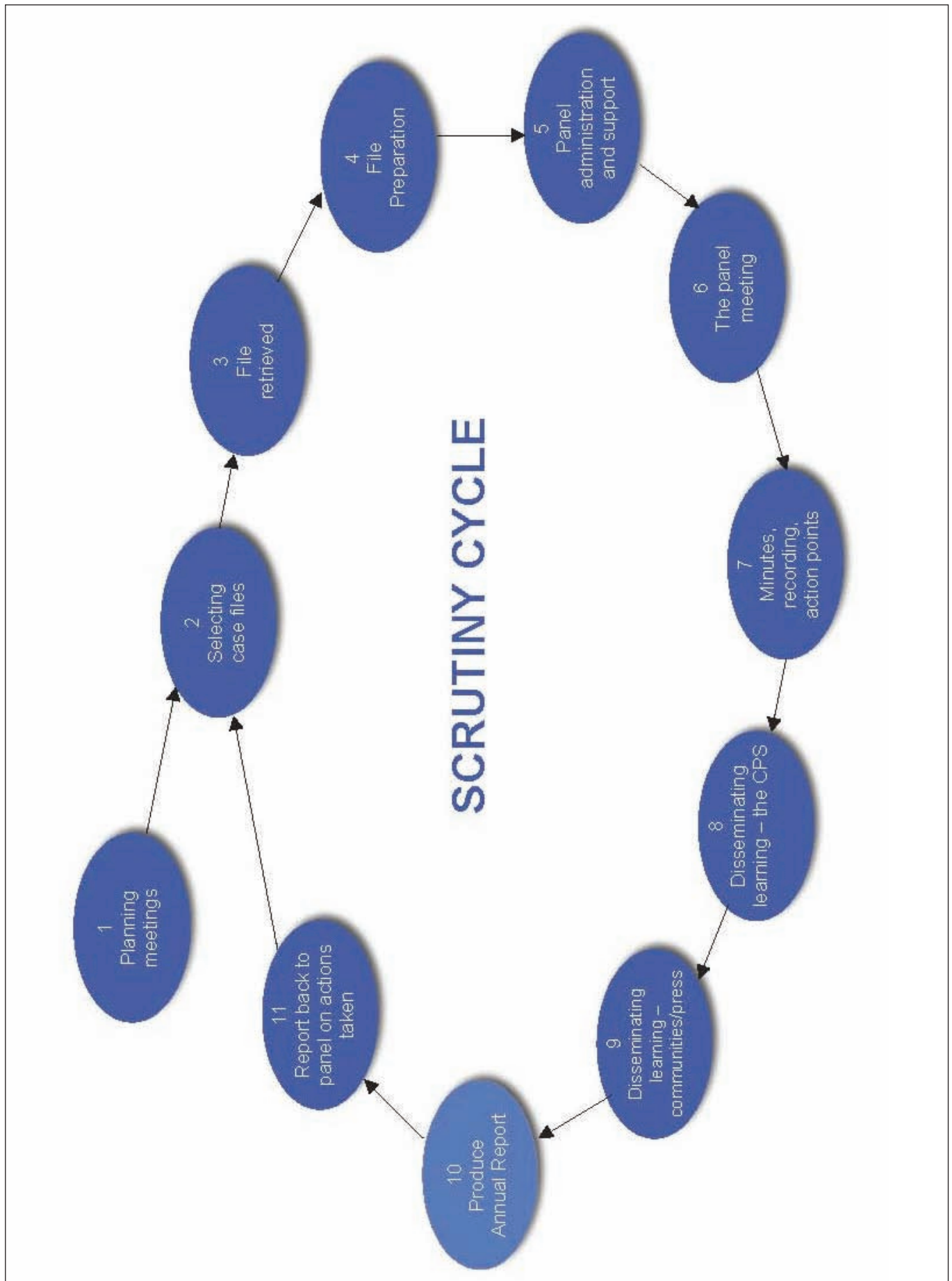
Six cases were successfully prosecuted

Six cases were unsuccessfully prosecuted

The way forward

The level of successful rape cases is low nationally. The panel has therefore chosen to look at rape cases to scrutinise the case-building process and the service to victims. The panel has also requested to look at the process in youth crime cases, in particular gun and knife crime and gang-related crime. A panel covering this theme will be held in 2009-10.

Annex A: The Hate Crime Scrutiny Panel cycle



Annex B - Panel members' biographies

Cindy Butts – Independent Chair



Cindy Butts became a member of the Metropolitan Police Authority (MPA) in 2000 and was returned for subsequent terms of office in 2004 and 2008. She has been continuously elected as one of the authority's two deputy chairs. Holding a BA in Social Anthropology and Politics from the School of Oriental and African Studies, University of London, Cindy was formerly a researcher for the Economic Secretary to the Treasury and then a House of Commons researcher.

Cindy is a member of the Home Secretary's Gun Crime Round Table and a longstanding member of the Operation Trident Independent Advisory Group. She chaired the MPA's significant gun crime scrutiny, published in February 2004, co-chaired the authority's scrutiny into MPS participation in Crime and Disorder Partnerships, and also led an independent evaluation of MPS Community Race Relations training. She was a panel member for the authority's ground breaking year-long inquiry into the causes and effects of terrorism amongst our diverse communities, 'Counter-Terrorism: The London Debate', which published 73 recommendations in February 2007.

Cindy leads for the authority on the Citizen Focus agenda within the Metropolitan Police Service (MPS) and co-chairs (with Baroness Helena Kennedy) the MPA Domestic Violence Board, set up to monitor, scrutinise and support the MPS in its performance and response to domestic violence. She also leads a working group to oversee MPS participation in the national trial extending the use of Taser to non-firearms trained police officers. In October 2008, Mayor of London Boris Johnson invited Cindy to chair an inquiry into race and faith issues in the Metropolitan Police Service.

Bobbie Cheema – Independent Panel Legal Advisor



Bobbie is a leading criminal practitioner and Treasury Counsel who currently conducts trials of serious crime, predominantly at the Central Criminal Court. In the last few years her trials have included City investment fraud, murder, gang-related firearms, DTI company prosecutions and child cruelty. Her particular expertise lies in legally and factually grave, complex and sensitive issues, for example, vulnerable witnesses and disadvantaged defendants. She has acted as independent counsel on a range of matters. She is often instructed to advise throughout the investigation process in serious cases.

Anthony Wills



As Chief Executive of Standing Together Against Domestic Violence since 2007, Anthony is building on the project's excellent national reputation for partnership working and specifically the operational delivery of a co-ordinated community response. He believes that such a response is the essential element to a change of culture in relation to domestic violence. Previously, he had focused on developing domestic violence partnerships, particularly as a consultant to the Local Government Association. He continues to work closely with central Government in relation to the specialist Domestic Violence Court systems being developed around the country.

His decision to work in this sector stems from his experience as a Metropolitan Police Chief Superintendent at Hammersmith and Fulham (1997-2003). It was his realisation of the vital nature of this issue that led him to support the Standing Together project from the outset. He also sits on the Metropolitan Police Authority Domestic Violence Board and is an honorary lecturer at the University of Westminster.

Deborah Gold



Deborah has been the Chief Executive of Galop since January 2007. She is the Co-Chair of the LGBT Independent Advisory Group to the MPS, and also sits on the MPS LGBT Strategy Group. Deborah is a member of the Attorney General's Diversity Advisory Group. Her previous experience has included leading Stonewall Housing's Advice Service, a policy role at Shelter and setting up an advice service for young offenders in Lewes Prison. Deborah is the co-author of Mapping LGBT Westminster, and Challenging Homophobia in Schools and Colleges: a toolkit for teachers and youth workers, and the author of Sexual Exclusion: issues in housing and homelessness for lesbian, gay and bisexual people.

Elcena Jeffers

Chair of the Black Disabled People Association, an organisation providing advice for independent living for disabled people, Elcena was awarded an MBE in 2006 for services to the community.

Harpreet Sihota



As Asian Development Worker at Whitechapel Haven, Harpreet carved out a specialism around the experiences of Asian women as a refuge worker at Leicester's Women's Aid in 2002. She then moved to London and became the first Asian development worker in the country. Her role is specifically aimed at reducing the impact of sexual violence on the lives of Asian women. Her work in this role has clearly identified the wider need for this post and the need to address issues around rape/sexual assault in the South Asian community.

Detective Chief Inspector Gerry Campbell

With 22 years in the police service, he currently leads key teams within the MPS Violent Crime Directorate's Public Protection Command. He is responsible for developing and implementing policy and managing high-risk operations/investigations relating to domestic violence (including domestic violence homicide review, honour-based violence and forced marriage), all forms of hate crime and safeguarding adults at risk.

A qualified senior investigating officer and counter-terrorism security co-ordinator, he chairs and leads a number of MPS strategic groups governing public protection matters, particularly relating to domestic abuse, hate crime and honour-based violence. He is also a member of HM Government's Honour Based Violence Strategy Group, ACPO's National HBV and Domestic Abuse Strategy Groups. Gerry has and continues to work with Government, law enforcement and NGO colleagues from around the world, including USA, Sweden, Denmark, Germany, Iraqi Kurdistan, Pakistan and Australia.

Mari Taber

Mari has been working in the mental health field for the past 29 years as a clinical psychologist and mental health project manager. For a good portion of that time Mari worked as part of a mental health multi-disciplinary team that often had to deal with the psychological impact of outstanding legal issues/cases and the consequences of the decisions of the judicial system. For the past three years she has held a senior managerial post at Mind in Kingston, which runs several mental health projects. One of these includes mental health awareness training.

Hamid Khan



A teacher by profession, Hamid taught at a further and higher education institution, joining the Birmingham Youth Offending Service in 2003. He spent two years developing and implementing various programmes for young and adult offender engagement. Hamid joined the Catalyst Housing Group as Co-ordinator for Youth Engagement and Development in 2005. Having successfully delivered on a number of initiatives in the Royal Borough of Kensington & Chelsea, he has successfully engaged and worked with young people from diverse communities. Hamid led on the development and subsequent implementation of Catalysts' Youth Strategy.

He was called on to advise on youth development initiatives for the group and local authorities in Ealing, Westminster, Brent and Kensington & Chelsea. Hamid is also Youth and Communities Advisor to the Kensington & Chelsea Police Community Consultative Group (PCCG), and was appointed in 2006.

Leading on diverse community engagement initiatives on behalf of the PCCG, Hamid has successfully delivered and facilitated engagement between police and disaffected community groups – and continues to do so. He has also led on crucial engagement between Muslim organisations within Kensington & Chelsea borough and successfully developed and delivered on youth involvement initiatives with them, to engage, empower, and involve Muslim young people that are at risk. Hamid has been asked to advise Kensington & Chelsea borough on community cohesion. He was the founding Chair of the Catalyst Housing Groups' Black and Minority Ethnic Employees' Consultative Group. Now Managing Director of a small consultancy called Trendsetting Solutions Limited, Hamid works with local authorities, charities, and schools.

Annex C: Training Day agenda



CPS

**CPS LONDON HATE CRIME SCRUTINY PANEL
INDUCTION & TRAINING DAY
AGENDA**

Friday 22nd February 2008
10:00am – 16.30pm
7th Floor, Conference Rooms 712
50 Ludgate Hill EC4M 7EX

ITEM	HEADING	TIME
1.	Registration & refreshments	10:00 - 10:30
2.	Welcome & introductions	10:30 - 10:45
3.	Overview of CJS & CPS: <ul style="list-style-type: none"> • CJS structure • CPS background • London Board • London Operations Group 	10:45 – 11:00
4.	A Guide to the Prosecution Process <ul style="list-style-type: none"> • Code for Crown Prosecutors • Charging & advocacy • Victim & witness care including special measures 	11:00 - 11:20
	Break	11:20 – 11:45
5.	Understanding CPS Hate Crime Policies	11:45 - 12:00
6.	Questions and answers	12:00 - 12:20
7.	Lunch	12:20 - 13:05
8.	The Hate Crime Scrutiny Panel: <ul style="list-style-type: none"> • Aims & objectives • Purpose • Anticipated outcomes • Benefits for CPS and communities 	13:05 - 13:20

9.	Agreement and Understanding of: <ul style="list-style-type: none"> • Code of Conduct • Confidentiality • De-selection 	13:20 - 13:35	Ebrahim Dockrat
10.	Case Scrutiny: <ul style="list-style-type: none"> • Process for Case selection • Process for Scrutiny • Case Scrutiny Pro Forma • Meeting Minutes and Actions 	13:35 - 14:15	Ebrahim Dockrat/ Bobbie Cheema
	Refreshments		
11.	Mock Hate Crime Scrutiny Case File	14:15 – 15:15	Dru Sharpling/ Ebrahim Dockrat/ Bobbie Cheema
12	Case files: <ul style="list-style-type: none"> • Case File Evaluation • Access to case files prior to meetings 	15:15 – 15:30	Yvette Williams
13.	Communications and Community Engagement: <ul style="list-style-type: none"> • Panel Members Role in Feedback Back to Organisations and Communities • Increasing Community Confidence in the CPS • Publicising the Work of the Panel and Outcomes 	15:30 – 16:00	Ebrahim Dockrat
14.	Agreement and understanding of: <ul style="list-style-type: none"> • Tenure and future selection • Remuneration • Attendance at Meetings 	16:00 - 16:15	Yvette Williams
15.	Evaluation and Closing Summary	16:15– 16:30	Cindy Butts

Dates of future meetings: 19th March, (May, September & December 2008, March 2009 - TBC)

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

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