

What do you think about our plans for treating people equally and fairly at The Crown Prosecution Service?



This is an easy read version of:
Proposals for the Crown Prosecution Service (CPS)
Equality and Diversity Objectives 2011-14
Public Consultation Document

How to contact the Crown Prosecution Service (CPS)

Write:



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**Rose Court
2 Southwark Bridge Road
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SE1 9HS**



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equality.objectives@cps.gsi.gov.uk



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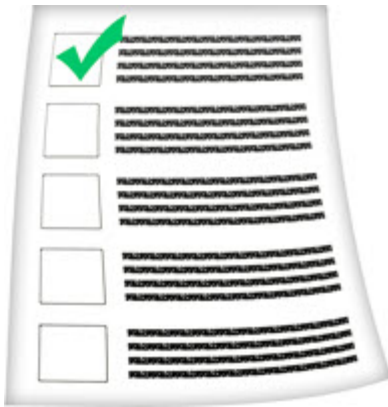
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About this paper



This paper is asking what you think of our plans for treating people equally and fairly at the Crown Prosecution Service (CPS).



At the end of this paper, we will ask you some questions.

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We would like to know what you think by **Monday, 5th December 2011**.



We may tell other people about your answers unless you write on them that they are private.



You can email your comments to:

equality.objectives@cps.gsi.gov.uk



You can type your answers on our website:

www.tinyurl.com/CPSconsult

You can write your answers in the boxes and post them to:



**The Equality and Diversity Unit
(CPS Equality and Diversity Objectives)
CPS
Rose Court
2 Southwark Bridge Road
London
SE1 9HS**

If you would like to read this in large print, please email:



equality.objectives@cps.gsi.gov.uk

or telephone:



020 3357 0552

or fax



020 3357 0567.

What does the CPS do?



We help and work with the police to find out about what happened when they start looking at a crime.

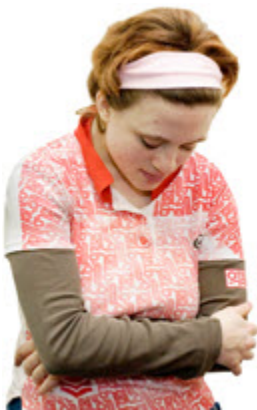


We decide what charges people in the more serious cases should face in court.

We keep an eye on cases and decide which ones should go to court.



We help get the right information for cases to go to court and use our own or other lawyers.



We give information and help to people who are hurt or upset by a crime.



We give information and help to people who have to go to court to talk about what they have seen or what has happened to them.

How the CPS works



Our head is the Director of Public Prosecutions.



The CPS has offices in 13 different areas across England and Wales.



We have nearly 8,500 staff.



Last year, nearly 1 million people went to court because they broke the law.



If you want to know more about us,
you can look online at:

www.cps.gov.uk

or you can write to:



**Correspondence Unit
Crown Prosecution Service
Rose Court
2 Southwark Bridge
London
SE1 9HS**



or you can telephone:

020 3357 0899



or you can email:

enquiries@cps.gsi.gov.uk

The Equality Act 2010



Sometimes, people are treated differently because of things like:

- **race:** the country or culture you come from



- **gender:** if you are male or female



- **age:** if you are young or old



- **sexual orientation:** if you are straight, gay, lesbian or bisexual



- **transgender:** people who are born as one sex and want to live as the other sex



- **disability:** if you have a mobility problem, visual impairment, hearing impairment, mental health problem or learning difficulty



- **being pregnant**



- **marital status:** if you are married or in a Civil Partnership.



The Equality Act 2010 says that the government, councils and other groups like the CPS, must make sure that:



- everyone is treated equally and fairly and no one is bullied



- everyone should have the same chances to do things



- groups of people work well together.



We have made some plans to make sure everyone is treated equally and fairly.



We will tell you every year how well we think we are doing.



Our information will be easy to understand for everyone. We will make sure we have enough money for this.



We will include the people who work for us and other people we work with who may sometimes have been treated unfairly.

What the CPS is doing to make sure everyone is treated equally and fairly



We have rules to tell us how to work. These rules say we must be fair to everyone. It is important to us and it is also the right thing to do.



We know that everyone is different and that some people need different kinds of support to get the same chances as others.



We will check the effect of our work on groups of people.



We include lots of different people when we decide how things are going to work. When we listen to you, we can get things right for you.



If you want to know more about what we are doing about treating people equally and fairly, you can look at this page on our website:



www.tinyurl.com/CPSequality



If you want to know how we work with criminals, you can look at this page on our website:



www.tinyurl.com/CPSPprosecution

What you can do



We have written a list of the main things we want to do to make sure everyone we meet is treated fairly and given the same chances.



The public and some of our staff helped write them.



We want to know what you think about the things we want to do and we have some questions for you.



You can post or email your answers to us. Or you can go onto our website to answer the questions.

The details of how to do this are on page 1 and page 2.

Things we want to do



These are our plans to make sure everyone is treated equally and fairly. We would like to know what you think.



Plan 1 - Making sure we meet the equality law

We will think about how we treat everyone equally and fairly in everything we do and any rules we write.



This means the public, people who go to court and our staff.



We will look at our rules and the things we do to check if they are fair for everyone.



We will train our staff to do this well.



We will tell people about this on our website.



We will tell people about what we are doing and ask them what they think.



We will make sure our information is easy to understand for everyone and we will tell you how we are going to do this.



We want people to help us to plan and decide if we are doing well.



We have groups check to see we are treating people equally and fairly.



The people in the group are from the public and from our staff.



We will look at the things the Government and organisations like large charities say about treating people fairly and make sure we listen to them.



We will train our staff to make sure they treat people equally and fairly and we will check how well this is working.



We will help our staff to understand more about people who are **Transgender**.



We will look at how we support people from groups that are often treated unfairly in court to see if we can support them better.



Question 1

Do you agree with what we want to do? Please write your answer in the answers booklet.



Plan 2 - Getting better at hate crimes and crimes against women

We will get better at dealing with people who break the laws about hate crime, crimes against older people and crimes against women.



We will also get better at supporting the people these crimes may hurt or upset.



We will help our staff to understand more about these crimes.



A group of people are writing a report about people who are bullied because they have a disability.



We will listen to what they say and make changes to make things better.



We will look at how we work with the police with hate crimes and violence against women.



We will help our staff to understand how to communicate with people that have different needs.



We are looking at how we give extra help to the people who need more support than others when they have to go to court to talk about what they have seen or what has happened to them.



We will include the public in the things we do.



Question 2

Do you agree with what we want to do? Please write your answer in the answers booklet.

Plan 3 - Collecting information and making it known to people



We will look at facts and information about what we do to make sure the public and our staff are being treated equally and fairly by the CPS.



We will make sure people can see this information so they know what we are doing.



We will make the information easy for everyone to understand.



We will look at the information to see what we can do differently.



We will get better at getting the information.



Question 3

Do you agree with what we want to do? Please write your answer in the answers booklet.



Plan 4 - Treating our staff fairly

We will continue to collect information about staffing to make sure we are being fair.



We will check that we are paying our staff fairly.



We will listen to what our staff tell us about what it is like working for the CPS.



We will consider what people who do not work for the CPS have said about improving fairness in the CPS.



We will help staff to understand more about people who are Transgender.



We will look at our computer systems to see if they are easy for staff to use.



We will find out why more black and minority ethnic staff do not get to become **Higher Court Advocates**.



We will give staff more information about respecting people at work.



We will measure how well we are doing in managing our staff fairly.



We will make sure that we deal quickly when staff ask for changes to their work because of disability.



We will train staff to learn more about treating and being fair to everyone and respecting difference.



Question 4

Do you agree with what we want to do? Please write your answer in the answers booklet.

What some of the words mean

Age	If you are young or old
Charges	When the police / CPS say someone has done a crime.
Court	The place where legal problems or crimes are sorted out.
Crime	When a person breaks the law.
Crown Prosecution Service (CPS)	The organisation that deals with criminal cases after the police have arrested someone and during the trial.
Disability	If you have a mobility problem, visual impairment, hearing impairment, mental health problem or learning difficulty.
Equality Act 2010	A law that says how we have to treat people equally and fairly.
Gender	If you are male or female.
Higher Court Advocates	CPS staff who deal with cases at court.
Lawyer	Someone who helps people with the law and speaks up for them in court.
Marital status	If you are single, married or in a Civil Partnership.

What some of the words mean

Prosecuted	Proved that someone did a crime.
Prosecution	Trying to prove that someone did a crime.
Race	The country or culture you come from.
Sexual orientation	If you are gay, lesbian or bisexual.
Transgender	People who are born as one sex and want to live as the other sex.

