



Equality and diversity policy — summary statement

As a public service, all communities must trust us to act fairly. For this to happen, we must respect the differences of the people we serve and the staff we employ.

Our commitments

In making prosecuting decisions, we will treat all victims, witnesses and defendants fairly, consistently and with respect. In our employment policies, we will provide equal opportunities and respect people's differences. In our work with partners, including other criminal justice system agencies, we will make equality and diversity central to our relationships — by this we mean treating people fairly providing equal chances while respecting people's differences. In drawing up new prosecution and employment policies, we will consult communities, staff and trades unions. We will also monitor the effect of this equality and diversity policy.

Our aim

By encouraging people to respect other people's differences, we aim to create a public prosecution service that is trusted and valued by everyone. We plan to set improvement targets against a number of broad outcomes and include them in our performance review systems. These include:

- a rise in levels of public confidence across all communities;
- increased success in prosecuting hate crimes;
- increased victim and witness satisfaction with our services across all communities;
- prosecution decisions free from discrimination;
- increased staff satisfaction;
- a workforce that represents communities at all levels; and
- a service that works with communities and staff, and uses this to improve services.

Benefits

Equality and diversity improvements will help us —

- to develop better informed policies and practices;
- make better informed decisions; and
- increase public confidence in our prosecution work.

Internally, benefits include —

- improvements in staff morale, satisfaction and productivity;
- a representative workforce at all levels; and
- fewer complaints of discrimination.

Your role

All staff are responsible for tackling equality and diversity issues in their day-to-day work and for behaving appropriately. They should recognise and respect the different backgrounds of colleagues and service users, and meet the equality and diversity targets set out in their work plans. Managers must cover equality issues in business plans and in Area performance reviews. Our board members must agree and review the overall policy and strategy. The Director and Chief Executive will lead the policy and make sure it is put into practice.

Review and reporting

We will monitor and review progress as part of each member of staff's work review and performance appraisal. We will also carry out reviews at our headquarters and in our 42 local CPS Area offices every three months, and present reports to the board every six months. We will publish our achievements in reports and post them on our website: www.cps.gsi.gov.uk.

This publication is available, on request, in Braille, large print format, audio CD and community languages. If you require any of these please contact:

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