



**CPS**

**Crown Prosecution Service  
Dorset**

**Hate Crime Scrutiny Panel  
Annual Report 2009 - 2010**

## Contents

Introduction from Dr Jacki Tapley, Independent Facilitator	Page 3
Introduction from Kate Brown, Chief Crown Prosecutor	Page 4
What is the CPS?	Page 5
Hate Crime: An Introduction	Page 6
Violence against Women: An Introduction	Page 7
Hate Crime Performance	Page 8
Background to the Hate Crime Scrutiny Panel	Page 10
Where We Are a Year On	Page 11
Key Findings and Panel Recommendations	Page 12
The Way Forward	Page 14
Panel Terms of Reference	Page 15
Panel Biographies	Page 16

## Introduction from Dr Jacki Tapley, Independent Facilitator

It is a great pleasure to introduce the second Annual Report of the CPS Dorset Hate Crime Scrutiny Panel (HCSP).

I would like to start by thanking two Panel members, Petronella Mwasandube and Bryan Duffy, who left the Panel during the year. I would also like to thank Victoria Lambert from the CPS who had been with the Panel since its beginning and has now moved on to a new role. During this time Victoria has ensured that our meetings ran smoothly and actions between meetings were taken forward.

I would like to welcome Ebi Sosseh from NHS Bournemouth and Poole, Chris Harker from Dorset Advocacy (who will be acting as a deputy Panel member for Debbie Harris), who have joined the Panel. I would also like to thank all of our current Panel members for their continued support and valued contributions to the work of the Panel.

As illustrated in this Report, the Panel has reviewed a number of cases during the year, reflecting a diverse range of issues relating to the assistance, support and care provided to victims and witnesses in Dorset. In particular, cases have been identified where there has been an overlap between categories, for example, victims of domestic violence who have been elderly or disabled, where the need for additional support may be required. The data also shows a small increase in the reporting and prosecuting of disability and homophobic cases, which may indicate an increase in confidence of individuals from these groups to come forward and seek assistance from the police in these matters.

The knowledge and confidence of Panel members has grown and greater scrutiny of those cases reviewed has resulted in identifying areas where practices can be improved further, but also very encouragingly, the Panel is finding increasing evidence of good professional practices, where cases which in the past may not have been pursued, are being pursued more robustly in the interests of achieving justice.

The Panel has also put forward proposals which have assisted in improvements in communication with victims and witnesses, through letters, increased support and the excellent work of the Witness Care Unit. However, an area that the Panel still feels requires further improvements relates to the use of special measures, in particular, the need for early applications to be made and for the reasons for the refusal of applications to be further examined.

This Report confirms that the work of the Panel this year has been successful in monitoring and improving the support provided to victims of hate crime. I hope that this will continue to assist in increasing the confidence of individuals and groups within the community, and encourage them to engage further with the criminal justice process, confident of a professional and supportive response.

## Introduction from Kate Brown, Chief Crown Prosecutor



This has been another successful year for the Panel building on the work from last year. The Panel have continued to scrutinise our decisions and practices and I am pleased to say have found much to praise us for.

Many of the suggestions made by the Panel last year have been acted upon and the quality of the service we are providing has been enhanced by this. The Panel has been particularly helpful in improving the way in which we communicate with victims.

It was very gratifying that the hard work and commitment of the Panel members was recognised by the other criminal justice agencies and the Panel was presented with a Dorset Criminal Justice Board Award for outstanding contribution to engaging local communities.

We have seen a number of new Panel members during the year all of whom bring their own unique and valued contribution. I am continually impressed and grateful for the time, commitment and passion that all the Panel members demonstrate. I thank them for this and the difference they are making in delivering justice in Dorset.

## 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.

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 (CCP) who is responsible for the delivery of a prosecution service to his or her local community. Each CCP is supported by an Area Business Manager (ABM) and their respective roles mirror, at a local level, the division of responsibilities between the DPP and Chief Executive. In Dorset the Chief Crown Prosecutor is Kate Brown and the Area Business Manager is Jason Putman. Since 2008 the 42 Areas have been arranged into 13 regions plus London - these are the CPS Groups.

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, determine 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). 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.

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.

The Code is a public document and is available in community languages and alternative formats. More information about the CPS including The Code can be found on our website: [www.cps.gov.uk](http://www.cps.gov.uk).

## Hate Crime: An Introduction

Not all incidents of hate are criminal offences. Furthermore, even if an incident is, there might not be enough evidence to allow the case to be prosecuted: and even if there is enough evidence to prosecute: there might not be enough evidence to show the offence was a hate crime. To help decide if an incident of hate amounts to a crime and whether there is enough evidence to prosecute the case, we use the Code for Crown Prosecutors.

We use the definition of a racist or religious incident contained within the McPherson Report (1999): "an incident which is perceived to be racist or religious by the victim or any other person." The prosecutor must first prove the offender committed the basic offence and then if the offence was racially or religiously aggravated.

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.

For homophobic crime this definition has been adapted to "an incident perceived to be homophobic or transphobic by the victim or any other person."

There is no statutory definition of a disability related hate crime but the following has been adopted: "an 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 section 146 of the Criminal Justice Act 2003 was implemented; this does not create any new offences but it imposes a duty upon the courts to increase the sentence for any offence aggravated by hostility based on the victim's disability (or presumed disability), or 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.

Therefore, when the court is deciding on the sentence to be imposed, it must treat evidence of hostility based on disability or sexual orientation 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 has a duty to ensure that where there is evidence of such hostility, this is brought to the attention of the sentencing court.

## Violence against Women: An Introduction

Prior to April 2008, domestic violence was recorded as a hate crime, which meant that cases of domestic violence were scrutinised as part of the HCSP 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. HCSPs provide a valuable opportunity to gather qualitative evidence about how our policies are translated into practice and we have continued to incorporate these cases in the Panel's work.

In prosecuting domestic violence we adopt the following definition: "Any criminal offence arising out of physical, sexual, psychological, emotional or financial abuse by one person against a current or former partner in a close relationship, or against a current or former family member."

This definition includes all forms of violent and controlling behaviour, for example assault, harassment or threats.

## Hate Crime Performance

Cases finalised between 1 April 2009 and 31 March 2010

Outcome	All hate crime		Racial & religious incidents		Homophobic & transphobic	
	No.	per cent	No.	per cent	No.	per cent
Admin Finalised	1	1.0	2	1.2	0	0
Discontinued and Withdrawn	9	8.6	14	8.6	1	6.3
Dismissed After Trial	5	4.8	8	4.9	1	6.3
No Case to Answer	0	0	0	0	0	0
Judge Directed Acquittal	1	1.0	2	1.2	0	0
Jury Acquittal	1	1.0	2	1.2	0	0
<b>Unsuccessful Outcomes</b>	<b>17</b>	<b>16.2</b>	<b>28</b>	<b>17.3</b>	<b>2</b>	<b>12.5</b>
Guilty Plea	72	68.6	112	69.1	12	75.0
Conviction after Trial	15	14.3	22	13.6	1	6.3
Proof in Absence	1	1.0	0	0	1	6.3
<b>Successful Outcomes</b>	<b>88</b>	<b>83.8</b>	<b>134</b>	<b>82.7</b>	<b>14</b>	<b>87.5</b>
<b>Total Outcomes</b>	<b>105</b>		<b>162</b>		<b>16</b>	

Outcome	Disability hate crime		Domestic violence	
	No.	per cent	No.	per cent
Admin Finalised	0	0	15	1.8
Discontinued and Withdrawn	1	12.5	152	18.0
Dismissed After Trial	0	0	30	3.5
No Case to Answer	0	0	3	0.4
Judge Directed Acquittal	0	0	1	0.1
Jury Acquittal	0	0	12	1.4
<b>Unsuccessful Outcomes</b>	<b>1</b>	<b>12.5</b>	<b>213</b>	<b>25.2</b>
Guilty Plea	4	50.0	569	67.3
Conviction after Trial	3	37.5	64	7.6
Proof in Absence	0	0	0	0
<b>Successful Outcomes</b>	<b>7</b>	<b>87.5</b>	<b>633</b>	<b>74.8</b>
<b>Total Outcomes</b>	<b>8</b>		<b>846</b>	

## Key:

**Admin Finalised:** This is where our system finalises cases automatically after three months where a warrant remains outstanding, all offences are adjourned indefinitely, or a summons unserved. In addition in cases where the defendant is unfit to plead and death of defendant.

**Discontinued and Withdrawn:** The case had to be stopped by the prosecution because there was no longer a realistic prospect of a conviction or it was not in the public interest to continue with the case.

**Dismissed after Trial:** The defendant is found not guilty after a contested trial, and proceedings are dismissed

**No Case to Answer:** Evidence for the prosecution is heard in a contested hearing, but the court dismisses the case, either of its own motion, or on a defence submission of no case to answer, without hearing evidence for the defence.

**Judge Directed Acquittal:** The trial is stopped by the judge before the defence presents its case, and an acquittal directed on all contested charges.

**Jury Acquittal:** A case in the Crown Court where the jury find the defendant innocent of the charges he was prosecuted for.

**Guilty Plea:** Where the defendant has admitted his guilt in relation to the charges and not contested the case.

**Conviction after trial:** Where the defendant denied the charges against them and the case was tried either in the magistrates' court or Crown Court and the magistrates / jury return a verdict of guilty after a trial.

**Proof in Absence:** the defendant did not turn up at court when requested and the case was heard in their absence and they were found guilty.

## Background to the Hate Crime Scrutiny Panel

CPS nationally recognises the importance of hate crime and Violence against Women and has a strong record of prosecuting crimes motivated by hostility towards people based on ethnicity, religion, sexual orientation or disability. CPS also recognises the need to support victims and witnesses through the process of a court case and help them to give the best evidence they can.

With its diverse community, hate crime is an important issue in Dorset. It is important that such communities understand they should not suffer from hate crime. They can challenge hate crime by reporting it to the police and by giving evidence in court so that hate crime offenders can be punished appropriately.

The HCSP was set up in 2008 to give local communities a chance to examine individual cases of hate crime. This year we have scrutinised 15 cases, to see whether CPS and the police have worked successfully together in investigating these crimes, in proceeding to charge suspects, and in conducting the court process. Throughout we have been concerned with how victims and witnesses have interacted with the process and the extent to which confidence in the criminal justice system has been maintained or otherwise. In many cases we have found ourselves needing to feedback where things could have been done better. We are generally happy that changes have been made where they can be. But we continue to see occasions where cases collapse or witnesses do not attend court resulting in justice not being done.

The Dorset Panel has an Independent Facilitator from the University of Portsmouth, as well as members of various community groups with a concern about hate crime and representation from Dorset Police. Quarterly meetings are held to examine in detail recent cases chosen by the Independent Facilitator to cover the county in terms of geography, as well as all types of hate crime: racial, religious, homophobic and disability, and domestic violence.

Detailed case files are available to the Panel and an Independent Lawyer (from Hampshire & IOW CPS) presents the case to the Panel, identifies issues and answers questions. In particular the support for witnesses from the Witness Care Unit is noted. The case is then discussed in detail by the Panel to identify trends, strengths and weaknesses in the decision making and management process and management of cases. Key learning points are then fed back to CPS lawyers, the police and other agencies. Each member of the Panel undertakes specific training as necessary. Each Panel member feeds back to their home organisation and local communities. Action Points are noted and followed up at the next Panel meeting.

## Where We Are a Year On

In last year's report (available on our website [www.cps.gov.uk/wessex](http://www.cps.gov.uk/wessex)) we said we would recruit additional Panel members to improve the resilience of the Panel. Over the course of the year we have looked, where appropriate, at appointing deputies to attend in Panel members' absence. We have also appointed a new Panel member from Bournemouth and Poole NHS and have a number of new members set to join in the forthcoming year. We also said that we will establish a rolling programme for CPS staff to attend Panel meetings to provide an insight into the Panel's work. During the year a number of legal and administrative staff attended meetings and this is something we hope to continue next year.

With regard to casework and developing the remit of the Panel we intended to look at cases where the police come to us for a charging decision but the case does not proceed due to lack of evidence or it not being in the public interest. This is something that we have not yet achieved but will carry forward to next year.

By widening the cases we look at we had also agreed to look at crimes committed against older people, targeted because of their vulnerability. Over the course of the year the Panel looked at a number of cases. As Jacki noted in her introduction, it became apparent that there was a cross-over amongst the hate crime strands. For example, with an older victim being subject to domestic abuse in a care home.

Last year we acknowledged a lack of disability hate crime cases and agreed that in the absence of these cases, where available, we would scrutinise non-hate crime cases involving victims with disabilities to ensure that we were providing an individual and appropriate service. We have done this over the course of the year but are pleased to see that the number of disability hate crimes has increased. We believe this to be due to an increase in confidence of reporting and staying with the criminal justice process rather than an increase in crime.

## Key Findings and Panel Recommendations

In October the Panel was honoured to be awarded with a justice award from the local criminal justice board for outstanding contribution to engaging local communities.



At the time Kate Brown, Chief Crown Prosecutor said: “The success of the Hate Crime Scrutiny Panel is undoubtedly as a result of the calibre and commitment of the individuals who have volunteered to be on the Panel. Their passion for ensuring that the right thing is done, not only by the Crown Prosecution Service but the whole criminal justice service has been remarkable”.

On the whole the Panel has reported an increase in good practice rather than error during the year, however a substantial amount of work has taken place on improving communication with victims and witnesses.

The Panel recommended that when writing to victims of domestic abuse lawyers do not refer to the offender using terminology such as ‘partner’, ‘ex-partner’ etc and instead use the individual’s name.

In addition, when writing to domestic abuse victims we now include details of the local refuges for victims (kindly supplied by the Panel) should they have any further problems.

Looking at cases involving people with learning disabilities, coupled with the experience from one of our Panel members who works as the Dorset Witness Profiler supporting people with learning disabilities through the criminal justice process, it was highlighted that our letters are not accessible for people with learning disabilities or communication difficulties. As a result, a working group was set up comprising the Chief Crown Prosecutor and Bournemouth People First to produce easy read versions of our standard letters.

**Below is an extract from one of the letters produced:**

Dear

Who is the case against? John Smith

What is the reference number? 55BB012309

(If you ring us about anything we might ask you for this number)



We are writing to you, to tell you that you will need to go to court.



This is because the person named above pleaded "not guilty" on 1 January 2010.

This means they are saying that they did not commit the crime.

## The Way Forward

Jacki stated in her introduction that there needs to be more work done around special measures applications, namely earlier applications to the court by the CPS and the reasons for the refusal of applications examined. This is something the Panel wants to monitor over the coming year and assist in improving performance where appropriate.

We are also carrying forward from last year an action to look at cases that do not proceed due to lack of evidence or it not being in the public interest. We also plan to continue looking at other cases such as crimes committed against older people.

We plan to recruit additional Panel members to bring a wider range of experience to the Panel and encourage CPS staff to attend Panel meetings to understand the work of the Panel and take this back to their teams.

The Panel is also keen to be involved in local and national consultation playing a part in shaping policy.

## Panel Terms of Reference

Dorset HCSP is a mechanism for ensuring transparency and accountability in decision-making in the areas of racist and religious crime, homophobic crime, disability hate crime and domestic violence. The Panel aims to contribute to raising the trust and confidence of our key stakeholders and communities. This will be achieved by raising the awareness and understanding of the decision-making processes of the CPS through the scrutiny of randomly selected finalised case files, and acting on learning points that emerge from that scrutiny.

### **Aims:**

- To widen the understanding of the decision-making processes in the handling of hate crime cases.
- To review and scrutinise randomly selected finalised hate crime case files.
- To identify issues, common themes, trends in the decision-making process, looking in particular at the impact of decision-making on diverse communities of interest.
- To make reports and recommendations to the CPS Dorset Area Management Team in connection with learning.
- Through the CCP, to inform other agencies of relevant learning arising from the review and scrutiny of case files.
- To improve Dorset's performance on hate crime by the Panel acting as a critical friend in the area of hate crime training, development and delivery.

### **Membership:**

- Membership of the HCSP consists of organisations which are represented by a named individual.
- Initially, membership of the HCSP will be offered for a period of two years, subject to review after 12 months. This review will give members the opportunity to withdraw from the Panel if they so wish or to discuss any specific issues in relation to their continuing membership.
- Membership may be extended beyond two years if it is considered to be for the benefit of the Panel. Members may self-terminate their membership of the Panel at any time.
- The Independent Facilitator will sit for a period of two years and then be subject to an annual review. They may be reselected to sit for a further three year period.
- Should a member move out of the area or leave for any other reason their deputy will be invited to join the Panel and a new deputy sought.

## Panel Biographies

### **Molly Rennie**

Molly works part-time from home for a market research company in the area of recruitment and training. She was elected to Dorchester Town Council in 1986 and to West Dorset District Council five years later. She is elected as a Liberal Democrat. She has two children, one of whom is a serving soldier. She also has two grandchildren.

Molly became involved in domestic violence after meeting Erin Pizzey, founder of the first refuge for battered women in 1971, and set about campaigning for a refuge service in West Dorset which led to the opening of a Women's Refuge 10 years ago. She chairs the domestic violence forum and sits on various working groups with an accent on housing and supporting groups who can be seen to be difficult to support.

### **Petronella Mwasandube**

Petronella is a Health and Diversity Performance Consultant with a key focus on Health and Diversity Leadership, Training and Performance Management. She has over 30 years of Healthcare and Management experience with five years at Deputy Executive Director Level. She has a track record of initiation of key projects in the UK and internationally within the public (NHS & Housing), private, statutory and voluntary sector.

Petronella is currently in Tanzania where she is supporting the strengthening of healthcare in a few hospitals in Africa.

### **Debbie Harris**

Debbie lives in Weymouth and works across Dorset based in Dorchester. Her main job is with Dorset Advocacy which provides advocacy to people with learning disabilities. More recently they have started to work with people with physical disabilities, again in an advocacy role and with people who lack capacity to make their own decisions. She also works for Dorset Youth Offending Team as a parenting worker, working together with parents and the young person who has offended.

### **Chris Harker**

Chris lives in Weymouth and works for Dorset Advocacy. His main responsibility within the organisation is to run the 'Your Voice' advocacy service which helps older people (over 50) and people with a physical disability to have their say, secure their rights, represent their interests and obtain the services they need. Chris covers the North and West of Dorset.

### **James Kellam, Barrister, Independent Legal Advisor to the Panel**

Employed by the CPS since 1989, initially in London, James moved to Hampshire in 2001 to lead the team at Portsmouth Magistrates' Court. At one time or another, he has worked on every variety of criminal case from speeding to murder and in every kind of court, including jury trials and appearances in the Court of Appeal. He currently works for CPS Wessex in the Complex Casework Unit as a Crown Advocate. He is the hate crime champion for CPS Hampshire & IOW and has delivered training on hate crime to the police, CPS and the general public.

### **Andy Williams**

Andy is the manager of Bournemouth Borough Council's Safer & Stronger Communities Team. His responsibilities include partnership working to reduce crime and anti-social behaviour and work to support the diverse communities of Bournemouth. Domestic violence and hate crimes are a particular priority for the local Community Safety Partnership, as is ensuring that people from different backgrounds get on well together.

### **Dr Jacki Tapley**

Jacki is a Principal Lecturer and full-time Undergraduate Programme Area Leader, Institute of Criminal Justice Studies (ICJS), University of Portsmouth. Prior to joining ICJS in 2000, Jacki worked as a Probation Officer in Dorset and it was during her Probation Officer training that she became interested in the victims of crime. From 1998 to 2003, with the co-operation of Dorset Police and the Trials Issues Group, she undertook a qualitative, longitudinal study focusing on victims of violent crime and their experiences of the criminal justice system, which formed the basis of her PhD thesis. This research concluded that what victims required most was information about the criminal justice process and being kept up-to-date with the process of their case. The research recommended that victims be provided with one point of contact and this study informed the report of the Audit Commission (2004), and the subsequent introduction of Witness Care Units.

Since this time, Jacki has worked closely with the Dorset Criminal Justice Board (DCJB) as a member of their consultative committee and with regards to the implementation of victim-centred policies. Jacki is also a member of the Victims and Witnesses Issues Group, a sub-committee of the DCJB and has undertaken a number of evaluation studies focusing on the criminal justice response to victims of crime, including domestic violence focus groups to establish victim satisfaction with the Police, a witness satisfaction survey and current research on risk assessment in domestic violence cases. Jacki is a member of the Specialist Domestic Violence Court Steering Group, responsible for implementing the specialist courts in Dorset, and has undertaken some observational research of the courts. She has also contributed towards the development of a multi-agency training programme for professionals working with victims of domestic violence to be accredited by the Institute, and risk assessment training for CID officers.

Jacki is the Independent Facilitator for the HCSP in Dorset, which reviews cases involving all types of hate crime, including domestic violence, and offences motivated by race, homophobia and disability. As a Principal Lecturer at ICJS, Jacki teaches victimology, criminological theory and gender issues across the undergraduate and postgraduate programmes and is also the Programme Area Leader for the full-time undergraduate degrees. She is currently involved in two research projects; one is evaluating the multi-agency approach now being taken with regards to working with victims of domestic abuse from the victim's perspective, and the second is examining the impact of fraud on victims and the services and support currently available to them.

### **Bournemouth People First**

Bournemouth People First began as 'Bournemouth Forum' eight years ago. It changed to a 'People First' organisation last year to reflect the many different things it is involved in. The organisation tries to make the lives of people with learning disabilities better by campaigning, holding conferences, workshops and training days, checking services, consultation work and making information more accessible. All of the management committee and the majority of the trustees have learning disabilities; the organisation believes it is truly user led and is making a significant difference in the lives of people with learning disabilities in Bournemouth.

### **Amanda Frost**

Amanda is the Co-Chair of the Bournemouth Learning Disability Partnership Board and a Training and Development Worker for Bournemouth People First. She is on the Management Committee representing people who live independently in the community. Amanda is also the only person with a learning disability on the HCSP in the Wessex area. Amanda has been very involved in our Keeping Safe Project and is a qualified trainer. Through Person Centred Planning, Amanda has changed her life for the better and inspires other people to do the same. Amanda is an exceptionally dedicated worker as well as being a powerful and inspirational self advocate and public speaker.

### **Paul Thomas**

Paul is the Independent Learning Disability Advisor and Person Centered Profiling Service for Bournemouth People First. Paul has been instrumental in developing and moving forward our work around keeping safe and equality, especially in promoting disability hate crime awareness. He supports people with learning disabilities to feel safer within their community. Part of Paul's role is the groundbreaking Witness, Support and Preparation Profiling (first seen in Liverpool) which helps to develop all our work around equality and justice for people with learning disabilities.

**Ebi Sosseh**

Ebi is the Equality and Human Rights lead for NHS Bournemouth and Poole and also represents the Dorset African Caribbean Association. Ebi has worked for Dorset Healthcare Foundation Trust as their Equality and Diversity Lead, is a member of Dorset Police's Independent Diversity Advisory Group, formed the first multi-cultural organisation in West Dorset, delivers African History Workshops to young people in schools. Ebi also mentors young ethnic minority people and was a member of the Bournemouth Fostering Panel. Ebi has conducted extensive research on the experiences of ethnic minority people living in Dorset as well as facilitate information sharing workshops with various partners. Ebi is married with two wives (one of which is his beloved Liverpool Football Club), has two children and plays music in two bands (in his limited spare time)

**For more information, to enquire about joining the Panel, or to request this report in an alternative language or format, please contact:**

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