



# CPS Equality and Diversity Outcomes



Our ideas about what will happen if we do the things in our Equality Plan



EasyRead version of:  
**CPS Draft Statutory Equality, Diversity  
and Inclusion Outcomes 2019 - 2022**





## About the CPS

The **Crown Prosecution Service** (CPS) wrote this paper.



We work in England and Wales.



We decide if someone should go to court when the police or other organisations think they have done a crime.



Sometimes we decide what crime the person should be **charged** with.



We give information and support to victims and witnesses.



Some words in this paper are in **bold**. There is a list of what they mean on the last page.

# About Outcomes



A law called the Equality Act protects people from **discrimination** and **harassment** and says everyone has the same right to use services.



Public organisations like the **CPS** must have a plan to treat everyone fairly.



**Outcomes** say what will happen if we do the things in our plan.



We are still working on these **outcomes**.



This paper is about our ideas.



# Our outcomes



## People will trust us

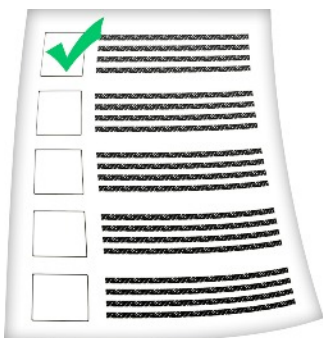
1. People will trust the **CPS** and believe we will treat them fairly. Especially Black Caribbean people and adults with disabilities who do not trust the **Criminal Justice System** now.



## What we will do in 2019 – 2020 to make this happen:

- find out who lives in different areas and decide the best way to work with communities
- use Community Conversations to try new ways of working with and involving people who often get left out





- members of the group that checks our Equality and Diversity Objectives make sure we do what we say we are going to do.



2. Everyone who works for us will know they must think about equality and fairness when they work with staff or the public.



### **What we will do in 2019 – 2020 to make this happen:**

- keep getting better at training staff, changing the way we work and checking if we treat everyone fairly



- have a way to check whether we are including people and using our Equality and Diversity Objectives



- support all our staff to get involved in working with local communities.

## We do really good casework



3. We will speak to people who are affected by hate crime, women and girls, people who have mental health issues, learning disabilities and people who are affected by knife crime and other crimes to make sure we get better at helping them.

## What we will do in 2019 – 2020 to make this happen:



- make sure the members of **Local Scrutiny Involvement Panels** come from all the communities affected by our **casework**





- involve people affected by crime in our work to look at how we treat people with learning disabilities or mental illness. So we can make it easier for them as **victims, witnesses or defendants**



- make sure we use information from **Local Scrutiny Involvement Panels** to make our casework better and plan our work.



4. We will make sure people can see and understand decisions we make about **prosecutions**. We will change things if we are not treating some people fairly.



**What we will do in 2019 – 2020 to make this happen:**

- check our decisions do not treat some people less fairly than others



- check whether any parts of the **CPS** treat some people unfairly. Plan how to change things



- Tell people how we decide about **prosecutions**. Especially people who do not trust the **CPS**.

## People who work for us do really well



5. Lots of different people will work for us. We will have staff from the same groups as the communities we work with.

## What we will do in 2019 – 2020 to make this happen:



- make sure all parts of the **CPS** have plans to have staff from the same groups as the people in the communities where they work



- support our staff to tell us things like their age, religion, race, disability or gender. This will mean we have better information about the different people who work for us



- keep checking our information about people who work for us to see if we treat any groups unfairly.



6. We will support lots of different people to work for us, stay in their jobs and do well.

## **What we will do in 2019 – 2020 to make this happen:**



- work with other organisations and groups to understand what can that stop some people doing well at work. Plan how to change things



- keep working with our plan to stop bullying and harassment at work



- check that we are not treating some people who work for us worse than others



- check how our plans or ways of working affect different people who work for us. Change things if we find we treat some people less fairly than others.

# What the words mean

## **Bullying**

When someone deliberately hurts you physically or mentally or forces you to do something you do not want to do.

## **Case**

Something that has happened that the police are looking into.

## **Casework**

Collecting information and deciding whether a case should go to court or not.

## **Charge**

When the police or CPS accuse someone or say that they think they did a crime.

## **Criminal Justice System**

The police, courts, probation service and prisons.

## **Defendant**

The person who is accused of breaking the law.

## **Discrimination**

When someone treats you worse than other people because of who you are.

## **Diversity**

Understanding and respecting everyone and involving lots of different people.

## **Equality**

Treating everyone fairly and without discrimination.





## **Equality Act**

A law to protect people from discrimination and harassment.

## **Harassment**

When someone treats you in a way that makes you feel scared, upset or embarrassed.

## **Human Rights Act**

A law about rights. Rights are things that should happen for everyone.

## **Local Scrutiny Involvement Panels**

Members of the local community who check CPS casework and decisions. Especially for cases where there is hate crime or violence against women or girls.

## **Outcomes**

Something that happens because of something you do.

## **Prosecution**

Charge someone with a crime.

## **Victim**

Someone who is harmed, injured or killed because of a crime.

## **Witness**

Someone who sees a crime happen.





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