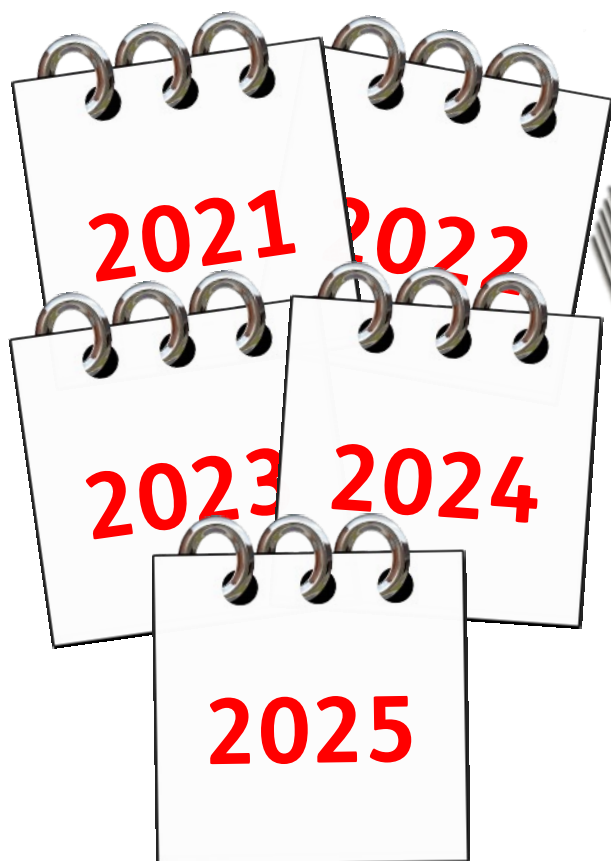




# 2025



**Our plan for the next 5 years**

**What we want the CPS to be like by 2025**



**EasyRead version of:**  
**CPS 2025**





About the CPS

1



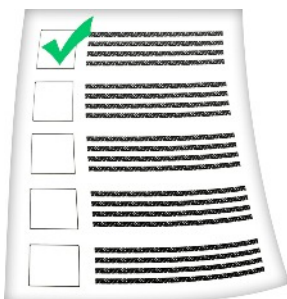
About our plan

4



Why do we need this plan?

8



The work we plan to do

12



How will we use this plan?

14



What happens next

25



What the words mean

28

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



## About the CPS

The **Crown Prosecution Service** (sometimes called the CPS) wrote this plan.



The Crown Prosecution Service looks at **evidence** from the police when they think a **crime** has happened. **Evidence** is all the information about the **crime**.



At the CPS, we decide:

- if there is enough **evidence** from the police about a **crime**
- if it is important to take the case to court.





The CPS is not part of the police, we do work with the police but we are very different.



It is the job of CPS staff to describe and explain all the **evidence** and why we think the person has committed the **crime**.



We are the people who go to court to make sure criminals are punished.



We give information and support to **victims** and **witnesses**.



It is the job of a judge and sometimes a **jury** in the court to decide if someone has done the **crime** and what their punishment should be.



## About our plan

This is our plan for the next 5 years.



We have written this paper for:

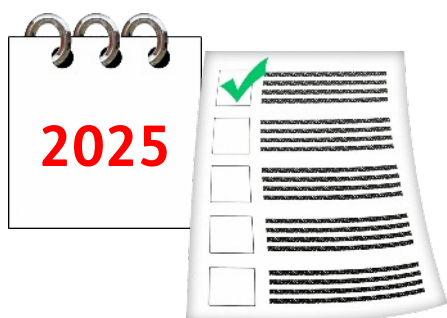
- all our staff



- organisations we work with



- people in our communities.



It explains what we want to achieve by 2025.



By 2025 we want to all our work to be independent and fair for:



- victims



- witnesses



- defendants



- the public.



But **crimes** are changing so we need to make big changes too.



Lots of people helped us by giving their ideas on what we should do or change:

- the public



- people who work for the CPS



- people who use the **criminal justice system**



- other organisations.



This helped us understand the things we are good at that need to stay the same.



It also helped us understand the things we could do better, so we can keep improving.



Keeping the things we do well and working on the things we could do better will help everyone who works for the CPS every day. And help us make good decisions.



Listening to lots of people and finding out what they think reminded us how useful and important it is to work with the public and other organisations.

# Why do we need this plan?



We need to change the way we work so we can do better **casework** and be ready for any changes in the way **crimes** happen.



This plan will help us get ready for these changes and think about how they will affect our people, our work and others:



## Our people

We want the best people to work for us. We want to help them use their skills when they work for us.



Lots of different people will work for us and we will make sure everyone can work at their best and do the things they decided they wanted to do.



This means finding different ways for people to work and giving everyone the support and training they need.

## Our work



More **crimes** will use **technology** and we will also need to use **technology** to find **evidence**. We will also need to use **technology** to keep up with the changes in the world around us.



But there will still be many jobs that only people can do such as deciding if someone should go to court or not.



Using **technology** for some things will give our staff more time to support **victims**, **witnesses** and **defendants**.





## Other people and organisations

We listened when members of the public have asked us to do more to support people when they are **victims** or **witnesses of crime**.



This means we will think about different and better ways of giving people the right support in a way that is right for them.



To do this better we will work closer with other services and organisations.



We will also work closer with people outside the CPS to explain and help communities understand how we work and what we do.



Our work with other organisations will happen in England and Wales. But we know it is also important for us to work with people across the world on **crimes** that happen in different countries.

# The work we plan to do



Our job at the CPS is to make sure people get **justice** when a **crime** has happened.



We will make sure we do this by working in a way that is fair and **independent**.



We understand the law. We plan to keep our staff up to date on how to use **technology** to make sure people feel safe and trust us.

These 4 things are very important to us. We call them our **values**:

## 1. Respecting people



This means we will be caring and thoughtful towards all our staff and the public. We will understand that their choices are important to them, listen to them and support their needs.





## **2. Being independent and fair**

This means the way our staff make decisions will treat everyone equally and not be decided by other people.



## **3. Being honest and admitting if we do something wrong**

This means that we understand that we might not always get things right. We want people to trust us and know we will say when we are not right and work to get better.



## **4. Finding better ways to run services that are worth the money we spend on them.**

We are always looking for ways to get better and we will work to keep doing this, so we are always improving.

# How will we use this plan?



We will use our plan to work on 5 things that are important to us:

1. Looking after our staff



2. Using **technology** better



3. Working with other organisations



4. Really good **casework**



5. Making sure the public trust us.



Everyone who works for the **CPS** will help make this plan work.

## 1. Our people



Our staff are the most important thing we have. If we look after our staff, then more people will want to work for the **CPS** and will stay with us for a long time.



We will support lots of different people to work for us, stay in their jobs and do well. We will help people fit their jobs around their families and other important things in their lives.

If we support our staff to be healthy and do well, wherever they work, these things will happen:



- we will employ and include people from lots of different groups



- our staff will have the skills they need to do well



- we will support our staff to be healthy and happy



- our staff will understand our **values** and what is important to us.



## 2. Using technology better

We are all using **technology** more.



We must use it to support **victims** and **witnesses**, and to investigate more **online crime** and **fraud**.



**Technology** will also help us collect information in a better way to help us make decisions about **prosecutions**.



If we spend money on new computers and **technology** and train our staff to use them, these things will happen:

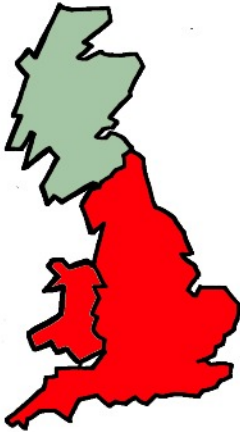
- we will trust our **technology** to keep information safe
- we will use the information we get to help us improve how we work
- we will try new ideas







- we will keep our **technology** up to date.



### 3. Strong partnerships

We work in all parts of the **criminal justice system** in England and Wales.



This means we talk to lots of different organisations and communities about:

- how we can help people trust us



- how we can help people understand what we do.

We will work and talk with local and national organisations and different communities to:



- find out what people say we do well and what we could do better



- learn what needs to change



- never stop learning.

If we talk to different parts of the government, other countries and our communities about better **criminal justice systems**, these things will happen:



- we will lead in planning how different organisations work together



- people will trust us and listen and act on what we say



- we will give MPs and the government advice when they plan to change the way laws works



- we will work with other countries too, when **crimes** happen in more than one country.



#### 4. Really good casework

**Casework** is when we collect information and decide whether a case should go to court or not.





Our staff make these decisions through working together and with other organisations.



It is important to work well with other organisations so cases are dealt with quickly and people know what is happening.



If we use our skills and understanding of the law to do really good **casework**, these things will happen:

- the right person will be **prosecuted** for the right **crime**
- we will deal with cases well and in good time





- our **casework** will get better because we are working with other organisations.



## 5. Making sure the public trust us

We always try to find out what the public think.



Hearing what the public think of us matters. We are always trying to find new ways for you to talk to us.



But some communities and **defendants** still do not trust us. We need to find ways to build this trust by helping them understand how we decide things.



This includes working with local communities to do the good work they expect from us and treat everyone fairly.



It is important for people to trust us so they feel they can safely speak up as **victims** or **witnesses**.



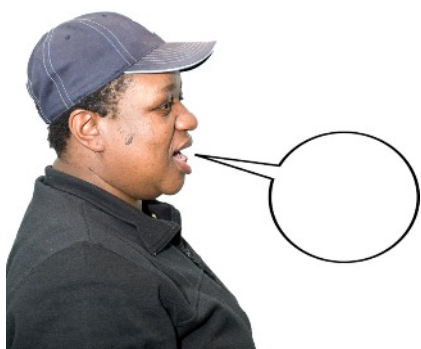
If we work with other organisations to support **victims**, **witnesses** and **defendants** fairly, these things will happen:

- **victims** and **witnesses** will feel we treat them fairly even if things do not go the way they wanted
- our staff will have the skills they need to do well in supporting people





- we will know how to support people from lots of different groups and backgrounds by better understanding their needs



- we will speak up to make sure the **criminal justice system** treats **defendants** fairly



- the public will know what we stand for.



## What happens next

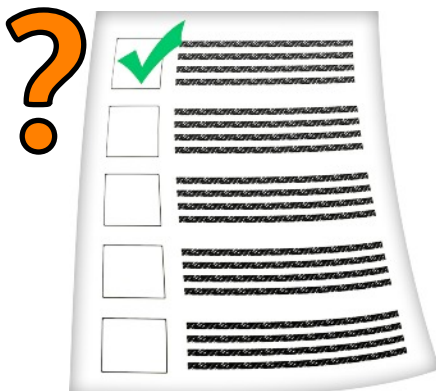
This is an important plan that says what we want the CPS to be like by 2025.



Our staff will use the ideas in the plan every day.

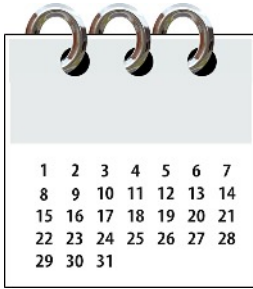


We hope other organisations will also use this plan and understand how we can work together to make things better.



We will write a **business plan** each year to say:

- how we will do the things we want to do



- when we will do them



- how much money we will spend on them.



Every year we will also check how we are doing with the 5 things that are important to us:

1. Looking after our staff



2. Using **technology** better





3. Working with other organisations



4. Really good **casework**



5. Making sure the public trust us.

# What the words mean

## **Business plan**

A paper that sets out what things a business wants to get done in the future and how it will do them.

## **Casework**

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

## **Crime**

Doing something that is against the law.

## **Criminal Justice System**

The police, courts, probation service and prisons.

## **Defendant**

The person who is accused of breaking the law.

## **Evidence**

Information that proves whether someone is guilty of a crime or not.

## **Fraud**

Lying about something to get money or other things that belong to another person.

## **Jury**

A group of ordinary people who listen to all the information and evidence in a case. They talk to each other and decide as a group if someone has or has not done the crime.

## **Justice**

Laws that are fair for everyone.



## **Online crime**

A crime that involves computers and the internet.

## **Prosecute**

Charge someone with a crime.

## **Technology**

Things like computers, smart phones, buttons or switches that can help us do things.

## **Values**

Ideas or ways of behaving that are important in everything you do.

## **Victim**

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

## **Witness**

Someone who sees a crime happen.







## Credits

This paper has been designed and produced by the EasyRead service at Inspired Services Publishing Ltd.  
Ref ISL207 19. March 2020

**[www.inspiredservices.org.uk](http://www.inspiredservices.org.uk)**



It meets the European EasyRead Standard.



Selected photos are from the Inspired.pics EasyRead collection and cannot be used anywhere else without written permission from Inspired Services Publishing Ltd.

**[www.inspired.pics](http://www.inspired.pics)**

