

Crown Prosecution Service  
Delivering justice



ANNUAL EQUALITIES IN  
EMPLOYMENT REPORT  
2018-2019

# Introduction to the CPS 2018-2019 Annual Equalities in Employment Report

We are proud of our proactive approach to being a fair, diverse and inclusive employer. The CPS has made significant strides to revolutionise the way recruitment is undertaken with the aim to have a diverse workforce that represents the community that we serve, and to promote an inclusive and supportive environment that employees can develop and thrive in. Our attraction and retention record speaks for itself; we are above the Civil Service representation rate for Women at all grades and our representation of Black, Asian and Minority Ethnic (BAME) staff also compares favourably. Our inclusion and diversity work has been widely commended; the CPS is recognised and accredited as a Disability Confident Leader and a Business in The Community Top Employer for Race, we have secured A:Gender Silver status and a position within Working Families Top Ten Employers.

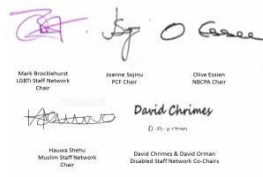
Being recognised by external organisations does not mean that all diversity and inclusion challenges have been conquered. This report includes an analysis of equality within the organisation and provides recommendations to address underrepresentation and significant disproportionality and to reflect best practice. We shall continue to tap into the experience and guidance of external organisations, and to work with our Diversity Champions and our Networks, to underpin diversity and inclusion in all that we do.

The CPS is determined to ensure employees work for a fantastic organisation where they can be themselves and achieve their full potential regardless of their personal characteristics.



Mark Summerfield

Director of Human Resources



Mark Bushnell  
LGBT Staff Network  
Chair

James Spink  
PCT Chair

Olive Eason  
WGLN Chair

David Chrimmes  
D.A. Chair

Naveed Shetty  
Muslim Staff Network  
Chair

David Chrimmes & David Orman  
Disabled Staff Network Co-Chairs

Signed on behalf of the CPS  
Staff Networks



Signed on behalf of the FDA &  
PCS

# Crown Prosecution Service Annual Equalities in Employment Report (AEER) 2018/19

## Introduction

### Inclusion in the Crown Prosecution Service (CPS)

1. The CPS is the principal prosecuting authority in England and Wales. As of the 31st March 2019, the CPS employed 6064 employees in legal, administrative and professional roles.
2. The CPS has committed to develop a diverse workforce that reflects the society we serve by attracting the best people irrespective of background. The CPS believes that no one should be defined or held back by the circumstances or characteristics of their birth; an individual's background too often influences their future success. We are also committed to the Civil Service vision to become the most inclusive employer in the UK.
3. The CPS Diversity and Inclusion (D&I) Strategy identifies 3 key areas that will improve diversity and inclusion in the CPS; improving representation of under-represented groups, declaration of personal characteristics and striving to achieve a completely inclusive culture.
4. In addition to the CPS Diversity and Inclusion Strategy, other drivers that have assisted in identifying the way forward for the CPS include:
  - CPS Annual Equalities in Employment Report (AEER) 2017/2018.
  - Director of Public Prosecutions (DPP) diversity objective which focuses on increased representation, declaration rates and the employee experience.
  - Recommendations from external submissions and benchmarking reports.
  - CPS Conversations, CPS 2020 Priorities and the CPS Business Plan.
  - Civil Service People Survey (CSPS) outcomes.
5. The CPS D&I Strategy forms part of the wider Inclusion and Community Engagement (ICE) Strategy which can be viewed [here](#).

### About this report

6. This report provides an overview of equality in employment through data provision and analysis. This enables the CPS to comply with its responsibilities under the Equality Act 2010, identify trends and patterns in relation to different groups and make recommendations for improvement.
7. This report focusses on analysis of those key data sets that are significant and have a material impact on the overall workforce representation and profile. There is significant data available on gender, age, ethnicity, religion/belief, disability status and sexual orientation and this has been analysed and considered across a number of factors.

8. This report covers the CPS and government wide convention of not reporting on groups of less than 10 and therefore for one or two areas no analysis is provided. Our data on marriage/civil partnership, maternity/paternity, social mobility, faith and gender identity is less complete and therefore those characteristics are only referred to if directly relevant and not in relation to each data set. The data covers the period from the 1 April 2018 – 31 March 2019, and also includes the data from the 2018 Civil Service People Survey.
9. The data considered in this report is quantitative. It is based on employee self-declaration and provided by the HR Business Intelligence Team. For the purposes of this report it has been assumed that this data has been accurately recorded on the various HR systems. Where possible, comparisons in this report are with the 2017-2018 AEER report which will show a one year trend.
10. Data on the wider Civil Service and UK population is sourced from the Office of National Statistics as recorded from the UK census 2011, except where another source is specifically referenced.
11. A number of recommendations have been made in this report to conduct further research or to take immediate action, to address underrepresentation, significant disproportionality and reflect best practice. It should be noted that variations of less than 5% are not deemed statistically significant for the purposes of this analysis.
12. The content of this report has been consulted upon with our recognised Trade Unions and Staff Networks. We will continue to work with these stakeholders to address the recommendations.

## **Analysis of Key Data Sets**

13. This report seeks to identify trends at each stage of the employee life-cycle and through employment practices and each of these are considered in turn.

## **Declaration Rates**

14. Declaration rates indicate the number of CPS employees who have chosen to provide their personal information for the characteristic indicated. For the period 2018/19 declaration rates of sensitive data are as follows; 100% declaration for gender and age, 88% for ethnicity, the same as the report from 2017/18, and 92% for disability which is up 1% from the 2017/18 report.
15. Declaration rates for sexual orientation are now at 73% which is up 2% since the 2017/18 report and the declaration rate for religion/belief is at 75% which is up 5% since the 2017/18 report.
16. These figures show that there have been improvements in declaration rates since the publication of the last report. The recommendation from last year was to achieve declaration rates of at least 75% across the characteristics. This forthcoming year will see

the introduction of new HR systems and we will continue to set a target of 75% for declaration across protected characteristics. **(Recommendation 1)**

## Workforce Representation

17. In terms of overall representation rates in the CPS workforce, 66% are women, which is up 1% from the 2017/18 report. This is higher than the Civil Service as a whole (54% female) and the UK population (51% female).
18. 18% of the CPS workforce is BAME which is equal to the figure from the 2017/18 report. This still compares favourably with the wider Civil Service (9%) and is above the proportion of the UK population that is BAME (12%). Similar to the 2017/18 report, there is a regional variation in BAME workforce representation and, while the variation does not indicate a need for immediate action, in order to ensure that there is no significant disparity between our employee profile and the localised community profile it is recommended that a full analysis is repeated by Area Inclusion and Community Engagement Managers (ICEMs) to identify if there are Areas with significant underrepresentation when compared with the local community. **(Recommendation 2)**
19. The percentage of employees declared disabled is 10% which is equal to last year's report and slightly above the Civil Service figure of 9%. This is significantly lower than the UK population estimate of 17% and is lower than the UK economically active population figure of 13.1% (NB – there are a wide variety of sources for this data and there is significant variance in their estimations).
20. 4% of CPS employees declared LGBTi which is down 2% from the last report. UK population data shows that only 1.5% of citizens declared gay or lesbian in the 2011 census. However, many reports estimate that the true figure is more likely to be 5-6% and possibly as high as 10%. Stonewall suggest that a quarter (25%) of LGBTi employees are not open to colleagues about their sexual orientation (Gay in Britain Report 2013). Due to differences in data capture definitions there is no overall agreed Civil Service representation rates for LGBTi employees. In any event it should be recognised that LGBTi employees appear to be slightly underrepresented in the CPS workforce except in more senior grades where representation is at 8%.
21. Of all CPS employees, 75% declared a religion or belief which is up 5% from the last report, which is a significant improvement. This is broadly comparable with the UK population who declare a religion or belief. For CPS, of those declaring a religion, 40% were Christian and 12% had no religion. No other religious group exceeded 6% of the overall workforce.
22. The CPS workforce has broadly aged since the last report with an increase in over 50s (41% up from 39%). The CPS is being proactive in the anticipation that employees will be working up to and beyond the compulsory retirement ages of the past. The CPS is also committed to continuing its successful apprenticeship offering both at A2 Level and continuing to nurture talent by taking in apprentices at B1 level using the Civil Service Fast Track Apprenticeship

Scheme which is aimed at talented people aged 18 to 21. This report recommends that the CPS continues to consider the likely impact of its ageing workforce and how employment practices can be adapted to maximise the contribution of older workers. **(Recommendation 3)**

## **Staff Representation by Grade**

- 23.** Representation for women has improved from the 2017/18 report where there has been an increase in the amount of women who are now in Level E and LM2 roles. There is still underrepresentation among the Crown Advocate cadre. Only 42% of employees that are in the Crown Advocate role are female which is disproportionate to the overall representation of the CPS.
- 24.** BAME employees are represented at all grades in the CPS in a broadly similar pattern to the overall workforce, but at 14% are under-represented in the Crown Advocate cadre (including Senior and Principal Crown Advocate roles) and at 25% are over-represented in Paralegal Assistant roles. It should be noted that there are some specific senior job roles (for example Area Business Manager) where there is a very low representation of BAME employees.
- 25.** Following the 2017/18 report, a report was commissioned to further investigate the disparities in the representation at the CA role to make recommendations. It is suggested that the recommendations are implemented in 2019/20 as there is an expectation that there will be an improvement in next year's representation figures. **(Recommendation 4)**
- 26.** The CPS has recently completed a recruitment exercise for Deputy Chief Crown Prosecutors (DCCPs) and there is an expectation that this will lead to an increase in senior BAME representation. In January 2019, the CPS held a conference aimed at BAME staff to highlight and develop the skills needed to help with progression and to show the opportunities available to progress. The conference was a huge success with many CPS employees taking up the further development opportunities of coaching, mentoring or jobshadowing.
- 27.** The concentration of Disabled and BAME employees in the CPS is higher in more junior and middle management grades, and this report recommends that further work is undertaken to identify and remove any barriers to these employees moving into more senior roles and also to develop a positive action campaign which will attract more men into junior roles. This was a cause for concern in the 2017/18 report and work is still being done through Staff Networks and Diversity Champions. The Women in the Workplace group continue to look into this disparity and a men's group has been established which will take forward this recommendation. **(Recommendation 5)**
- 28.** Of the CPS SCS and equivalent cadre, 56% of the cadre are female, 8% of the employees are BAME, 11% declare themselves as being disabled and 8% declare their sexual orientation as LGBTi. The highest proportion of SCS staff are aged from 50-59 and they account for 62% of the total SCS cadre. In terms of religion, 51% of SCS staff have declared their religion as

'Christian', although 21% of SCS staff have chosen not to disclose their religion or belief which may have cause a skewed set of data results.

## Recruitment

29. During the 2018/19 period, 295 internal appointments were made from 730 internal applications to job roles in the CPS. These roles are ring-fenced to CPS employees only and are not open to other candidates. Females accounted for 52% of the appointments made, employees from a BAME background totalled 12%, 8% were declared as having a disability and 4% declared their sexual orientation as being LGBTi. These appear to be broadly representative of the wider UK population. Faith and belief data was representative of the whole organisation and there were no significant disparities in regards to age.
30. During the 2018/19 period, 1418 external appointments were made. External appointments are advertised to internal staff, existing civil servants and the general public. Females accounted for 51% of external appointments, 21% were from a BAME background, 4% declared themselves as having a disability and 5% declared their sexual orientation as LGBTi. Religion and belief of external appointees were also broadly in line with the representation of the CPS. The amount of external appointees was mainly from the 16-29 year old age group. This is primarily due to the apprenticeship schemes that the CPS run and the commitment to meeting the statutory target from the apprenticeship levy.
31. 36% of applicants for external jobs were from a BAME background and this would suggest that the CPS does not have a problem in attracting BAME members of the public applying for roles within the organisation.
32. With the fall in appointments of disabled and LGBTi staff, the CPS must continue to work closely with the Disabled and LGBTi Staff Networks and the respective Diversity Champions, trade unions and resourcing teams to consider positive action to increase the number of applications from those who are either disabled, LGBTi or both. **(Recommendation 6)**

## Employment Policies and Practices

### Promotions

33. During the 2018/19 period, there were 260 internal promotions. 65% of these promoted employees were female, 6% were declared as having a disability, 17% were from a BAME background and 4% declared their sexual orientation as being LGBTi.
34. No statistics were available in regards to religion/faith and age.
35. During the 2018/19 period, there were 169 instances where CPS employees were promoted on a temporary basis. 66% of the temporarily promoted employees were female, 6% were declared as having a disability, 14% were from a BAME background and 5% declared their sexual orientation as being LGBTi.

36. No statistics were available for religion/faith and age.

## **Employee Engagement**

37. Overall, the Employee Engagement Index (EEI) for the CPS in 2018 was 61% which was the same as the previous year however it was 1% lower than the overall Civil Service EEI score.

38. In relation to the EEI, male and female employees have broadly similar scores of 63% and 65% respectively. Male EEI increased by 1% since 2017, whilst female EEI stayed the same.

39. The highest EEI by ethnicity was Bangladeshi staff with an EEI of 77%, with white, mixed race and black employees scoring between 62-65%. Full-time staff scored 62% whilst part-time staff scored 58%.

40. Heterosexual staff EEI in 2018 totalled 64%, which is the same as the 2017 report. Gay or lesbian employees EEI totalled 62%, increasing by 3% since 2017. Bi-sexual employees' EEI scored 50%, a decrease of 3% since 2017.

41. Disabled staff EEI scored 59%, an increase of 1% with non-disabled staff scoring 64%. In recognition of this disparity, we will continue to work with the Disabled Staff Network (DSN) and will continue to monitor this information and develop strategic initiatives to achieve consistency of EEI between disabled and non-disabled staff.

42. As this disparity is consistent across Civil Service departments, we will work closely with the wider equality and inclusion community to identify initiatives to improve engagement levels. This report recommends that further work is done to investigate and improve the engagement levels of declared disabled employees as well as bi-sexual employees.  
**(Recommendation 7)**

## **Pay**

43. The CPS pay analysis compares the average annual salaries for groups of employees with and without protected characteristics. It examines the existing pay systems to determine whether there is any potential discrimination arising for any particular group of employees because of the pay system, or the way our policies are implemented.

44. The 2017/18 settlement increased salaries by 1%. With an additional year's service for the majority of employees and in the absence of any structural changes to the pay system, the previous conclusions remain in place.

45. The pay system does not directly discriminate against employees with protected characteristics.

46. Any differences in average salaries between those with protected characteristics and the comparison group can be attributed to years of service in the grade:

- Lengthy pay ranges may result in perceived unfairness and potential equal pay claims;



and

- There is no structured system of pay progression.

## **Childcare Voucher Scheme**

- 47.** During the reporting period, 648 (11%) employees took advantage of the childcare voucher scheme of which 73% were women, 17% were BAME and 6% were declared disabled, which is broadly representative of the overall workforce. 2% of employees who signed up for the childcare scheme are LGBTi. Although a small percentage of LGBTi employees claimed childcare vouchers during 2018/19, it must be highlighted that during the previous year, no employees who identify themselves as LGBTi had taken advantage of the scheme so this represents an improvement.
- 48.** There were no significant patterns in terms of religion / belief in relation to take up of the childcare scheme. 47% of those using the childcare voucher scheme are aged 40-49.

## **Working Patterns**

- 49.** The CPS is committed to providing smarter working arrangements for all staff as well as access to various working patterns where possible. The CPS has a strong track record of providing flexible working and has been recognised by Working Families as a Top Ten Employer. For the period of 2018/19, the amount of staff who worked a full-time pattern was 4228 with women accounting for 57%. 252 employees of the CPS work in a full-time compressed hours schedule with 75% of these being women. The CPS has 1584 employees that work on a part-time basis and 89% of these are women.

## **Development**

- 50.** During the 2018/19 period, 3248 employees used one or more training days. 66% of these were female, BAME staff accounted for 12%, 8% were declared disabled and LGBTi staff accounted for 4%. This is broadly representative of the workforce as a whole.
- 51.** In relation to religion and age, there was a distribution of training days which is broadly in line with the overall workforce representation, apart from the 16-24 age group who, being predominantly apprentices, are undertaking a level 2 or 3 qualification as part of that apprenticeship and therefore have higher levels of training and development than the general workforce.
- 52.** This year, the CPS committed to encouraging employees who identify as having a protected characteristic to apply for a place on the Civil Service Positive Action Pathway. Full application figures have not been announced but the CPS expected over 12 participants on this scheme, which is 4 times the amount of the previous year.

## **Career Break**

- 53.** During the 2018/19 period, 76 employees were on a career break. 82% of these employees were female, 30% were from a BAME background, 5% declared themselves as having a

disability and 5% declared their sexual orientation as LGBTi. The religion and belief of employees who went on a career break during the 2018/19 period were broadly in line with the representation of the CPS workforce. The ages that employees took a career break was varied during the 2018/19 period; 30-39 year olds accounted for 32%, 40-49 year olds accounted for 33% whilst 50-59 year olds accounted for 30%.

54. During the 2018/19 period, 18 employees returned from a career break of which 83% were female, 17% were from a BAME background, 11% declared themselves as being disabled and 6% declared their sexual orientation as being LGBTi. Religion and beliefs of the career break returners was representative of the CPS workforce. The age group which had the highest amount of career break returners was 50-59.

## **Maternity Returners**

55. Out of the 153 maternity leavers that ended in the 2017-18 period, only 9 people left within 12 months (2018/19) of returning from their maternity leave. Due to small amount of data, a further breakdown is not available due to data protection guidelines.

## **Parental Leave**

56. During the 2018/19 period, 135 employees took parental leave (maternity, paternity or adoption). 76% of the parental leavers were female, 24% were from a BAME background, 5% declared themselves as being disabled and there were no employees who took parental leaves that identified as being LGBTi.
57. The declared religion and belief of the employees taking parental leave stated above were in line with the representation of the CPS workforce. The age group which accounted for most of the parental leave taken was 30-39 year olds, with 63% of the total employees.

## **Loans**

58. During the 2018/19 period, 39 employees went on loan of which 70% were female, 19% were BAME, 9% were declared disabled and 8% were declared LGBTi. 61% of staff on loan had a declared religion or belief and the majority of staff on loan are aged over 35 years of age.

## **Performance Management**

59. The CPS issued 13 Performance Improvement Notices (PINs) during the 2018/19 period. Due to the low amount of data, there is not enough data to be able to breakdown the PINs into characteristics.
60. There were 5443 (90%) Performance and Development Reviews (PDRs) completed in the reporting year 2018/19, down 5% from the previous reporting year. The numbers are representative of the CPS workforce.
61. Of the 5443 PDR's completed, 567 employees achieved an exceeded rating. Of these 567,

67% were female, 12% were from a BAME background, 7% declared themselves as having a declared disability and 4% declared their sexual orientation as being LGBTi which is in line with the wider workforce.

62. In terms of religious belief and faith, there were no disparities to report on, and figures were in line with overall CPS workforce representation. The age groups with the highest amount of exceeded PDR ratings were the 40-49 and 50-59 age groups.

63. Of the 5443 PDRs completed, 26 employees scored a “Not Achieved” rating. 42% of the employees that achieved this rating were female, 19% were employees from a BAME background, 15% declared themselves as having a disability, whilst 4% declared their sexual orientation as being LGBTi. It is recommended that any disproportionality regarding the percentage of disabled employees who scored a “not achieved” PDR rating is investigated. **(Recommendation 8)**

64. This data shows that the PDR outcomes are now broadly in line with CPS workforce representation which is an improving picture on previous years.

## **Disciplinary**

65. 43 employees were subject to formal disciplinary procedures during the 2018/19 period. 53% of these were male, 14% were from a BAME background, 12% were declared disabled and 12% declared their sexual orientation as being LGBTi.

66. The representation spread of religions and beliefs of the 43 employees who were subject to disciplinary procedures was in line with the workforce. The age group which had the greatest amount of employees who underwent disciplinary procedures were those aged 50- 59 years old, who accounted for 39%.

67. Whilst it is recognised that men remain disproportionately impacted by disciplinary proceedings, due to the overall improvement in this from the 2017/18 report, no specific recommendations are made this year in the expectation that this positive trend continues.

## **Attendance & Attendance Improvement Notices**

68. Average Working Days Lost (AWDL) is the overall measure used to reflect sick absence at an organisational level. In the year 2016/17, AWDL was 6.9% and was less than the civil service average of 7%. The CPS AWDL figure for this year is 6.8%.

69. When a CPS employee has taken an extended period of sick leave and where it is appropriate, managers have the option to take formal action. This formal action is called an Attendance Improvement Notice (AIN). During the period 2018/19, 363 staff members were issued with an AIN. 75% of the total AINs given were to females, 18% of the employees were from a BAME background, 12% had a declared disability and 5% of the 363 declared their sexual orientation as LGBTi. This is in line with workforce representation.

70. The religion and belief of employees subject to an AIN were in line with the CPS' representation percentages. The age range with the greatest amount of AINs issued is 50-59 who accounted for 43% of notices issued.

## Disability Special Leave

71. As in the last report, Disability Special Leave (DSL) has highlighted some concerns. It would seem a reasonable assumption that employees taking DSL would have declared themselves as being disabled, or having a long term health condition. During the period of 2018/19, 52% of those taking DSL (up 4% from the 2017/18 report) declared themselves as non-disabled. With the help of the Disability Champion in conjunction with the unions, the DSN and the Human Resources Diversity & Inclusion team need to encourage staff to declare their status as disabled, or as having a long term health condition. **(Recommendation 9)**
72. There were 388 instances of DSL, where 77% were women, 16% were BAME, and 4% were declared LGBTi. The age group with the most instances of DSL was the 50-59 age group, who accounted for 54%. In terms of religion, DSL was taken in line with the CPS representation rates across all religions apart from disability.

## Disputes (Mediation / Grievance / ET)

73. There were 27 employees who undertook mediation in the period of which 70% (down 5%) were female, 14% (down 15%) were BAME, 7% (down 13%) were declared disabled and no employees who undertook mediation identified themselves as LGBTi.
74. Of those undertaking mediation, 67% had declared a religion or belief. For the age groups 16-25 and 30-39 no mediation was undertaken. There does not appear to be any significant disproportion in the use of mediation in the CPS for this year, given the small numbers involved.

## Discrimination, Bullying and Harassment

75. Discrimination, bullying and harassment in the workplace are something that the CPS takes very seriously and we will always work hard to eradicate this type of behaviour from the organisation. The 2018 Civil Service People Survey included four questions to explore discrimination, bullying and harassment in the CPS. The first question that was asked on the survey was, *"E01. During the past twelve months, have you personally experienced discrimination at work?"* The "yes" response scored 14% which is an increase of 1% from the 2017 survey results. As well as an increase from the previous year's score, the CPS scored 2% higher in this question compared to the civil service equivalent for the year.
76. The second question that was asked on the 2018 survey was, *"E03. During the past 12 months have you personally experienced bullying or harassment at work?"* The "yes" response scored 13% which is an increase of 2% from the same question in the 2017 Civil Service People Survey. As well as an increase on the previous year's result, the 2018 CPS score was higher by 2% compared to the overall civil service.

- 77.** Following question E03, there are a further two supplementary questions that are asked to employees to gauge whether they are reporting bullying and harassment and whether they feel it has been resolved. The first question for those that answered “yes” to E03 asks, “E05. *Did you report the bullying and harassment you experienced?*” The 2018 CPS “yes” response was 41% which was up from 6% in the previous year’s survey. The CPS 2018 “yes” score was also 1% greater than that of the overall civil service. Although bullying and harassment should never take place, the fact that the reporting of bullying and harassment increasing shows that the policies put in place over the past year have helped to make employees feel that they can report any incidences of bullying and harassment.
- 78.** In addition to the questions E03 and E05, the respondents that answered “yes” to E03 were asked to answer the following question, “E06. *In your opinion, has this issue been resolved?*” The “yes” response rate to this question scored at 17%, which was down 4% from the previous year’s survey. Compared to the wider civil Service, the CPS did not compare favourably in the response to this question, as the civil service scored 20%, compared to the CPS’ score of 17%.
- 79.** As expected due to the implementation of the new Respect Policy, instances of reported discrimination, bullying and harassment have increased due to greater awareness of the issues.
- 80.** It is hoped and expected that the scores will decrease next year as the new Respect Policy enters its first full year in use.

## **Leavers**

- 81.** The total amount of leavers from the CPS during the 2018/19 period was 434.
- 82.** Of the 434 leavers, 60% were female, 21% were from a BAME background and 11% were disabled. In terms of sexual orientation, 6% of leavers declared themselves as LGBTi.
- 83.** The age range with the highest percentage of leavers was 16-25 year olds who accounted for 26% of leavers. This is partly due to the high number of apprentice staff that work for the CPS on fixed term contracts. At the end of the contract, apprentices must apply for permanent roles within the organisation if they wish to continue working for the CPS. If they decide not to apply, or are unsuccessful, then their contract comes to an end and they are classed as leavers.

## **Voluntary Exit Scheme**

- 84.** During the period, 434 employees left the CPS of which 20 left under the Voluntary Exit Scheme.
- 85.** 85% were women, 10% were BAME, 10% were declared disabled and 5% were declared LGBTi which is broadly in line with the overall workforce. 90% of leavers under the voluntary

exit route had a declared religion or belief.

## **Conclusion**

1. The CPS is dedicated to creating a workplace that diversely and inclusively represents those communities that we serve and the data from this report shows that this is the case. Great strides have been made from last year's report that shows a steady increase in representation levels.
2. In terms of attraction to roles in the CPS, it would appear that there are no apparent issues with attracting applications from people with protected characteristics, especially when it comes to BAME applicants.

## **Summary of Recommendations**

1. The CPS must continue to aim for 75% declaration rates across all protected characteristics when new HR systems are introduced.
2. Areas to continue to compare their workforce data to local population data and provide plans to address any disproportionality.
3. The CPS will continue to highlight and plan for the impact of an ageing workforce and see how employment practices can be adapted to maximise the contribution of older workers in the organisation, and this will be done by implementing the recommendations that were raised in the CPS multigenerational report.
4. Recommendations from the Crown Advocate Report will be implemented as part of a review of the CPS Crown Advocate Strategy.
5. Further work will be undertaken to identify and remove any barriers for disabled and BAME employees moving into more senior roles and also to develop a positive action campaign which will attract more men into junior roles.
6. Further work needs to take place with Networks, Champions and resourcing to increase the number of applications from prospective applicants who are disabled, or LGBTi.
7. Further work should be done to investigate and improve the engagement levels of disabled employees as well as employees who identify as being LGBTi.
8. To investigate the disproportionality regarding the percentage of disabled employees who scored a "not achieved" PDR rating.
9. Work with the DSN and the Disability Champion to improve declaration rates of employees with disabilities, or long-term health conditions.

## About the Crown Prosecution Service

The CPS is responsible for prosecuting most cases heard in the criminal courts in England and Wales. It is led by the Director of Public Prosecutions and acts independently on criminal cases investigated by the police and other agencies. The CPS is responsible for deciding the appropriate charge in more serious or complex cases and provides information, assistance and support to victims and witnesses.

[cps.gov.uk](https://www.cps.gov.uk)

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