



CPS 2020. **Our plan for equality, diversity and inclusion**



Finding the best way to work with different people and treat everyone fairly.



EasyRead version of:
**CPS 2020. Inclusion and community
engagement strategy: Delivering Justice.**
May 2018.



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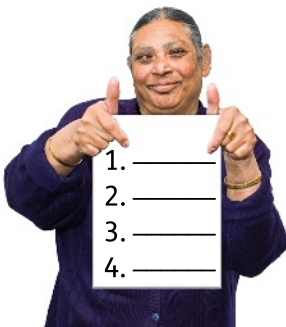
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Some words are in **bold**. There is a list of what they mean on the last page.



If you would like this information in a different format or language, please email: enquiries@cps.gov.uk



About the CPS

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



The Crown Prosecution Service (sometimes called the CPS) looks at the **evidence** from the Police when they think a crime has happened.



We work in England and Wales.



We look at **evidence** to decide if someone should go to court.

Evidence is all the information about the crime.



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



We give information and support to victims and witnesses.



About this Plan

A law called the Equality Act (2010) says organisations must:

- give everyone the same chance to do things



- give people any extra help they need to have the same chances as other people.



The law says people must not be treated worse because of:

- age



- race





- being a man or a woman



- religion or belief



- disability



- being lesbian, gay or bisexual



- being born as one sex and wanting to live as the other sex. For example a person who looks like a man may feel inside like a woman



- women having a baby or women just after they have a baby.



This means we must think about people who work for us, and people who use our services and:



- stop **discrimination** and **harassment**



- give everyone the same chance to do well



- help different groups work well together.



This is our 3 year plan for:



- **equality** – making sure we treat everyone fairly



- **diversity** – understanding everyone is different and making sure they can work for us or use our services



- **inclusion** – making sure everyone has the chance to be included in our work and services.



Why we need this plan

1. People are changing

We are working with more:

- older people



- LGBT people



- young people



- people with disabilities



- people from different races and religions.





We must give everyone the support they need.

2. Crime is changing



- crimes are getting more complicated and we need to support victims of sexual abuse, **online crime** and **fraud**



- some groups are more likely to be victims of hate crime than others. We need to stop people getting away with this



- there are more international crimes that involve people in lots of different countries.

3. We want people to trust us



- some groups of people do not trust the **Criminal Justice System**. They think we will not treat them fairly



- we need to be better at supporting people with learning disabilities, people with autism and people with mental health issues when they do a crime or are **victims** of crime.



4. Society is changing

- there are lots of new groups of people and communities. We need to involve them in our work



- we are all using **technology** more. We need to use it to support **victims** and **witnesses**.



What we want to do

There are 4 main things in our plan.

1. To make sure the public trust us



We always try to find out what the public think.



But some communities still do not trust us.



We will try to help all communities trust us by:

- linking with national organisations to look at how crime affects different groups of people



- finding new ways to involve young people



- finding key people who can help us work with local communities



- **Local Scrutiny and Involvement Panels** involving different groups of people in their area.

We will make sure everyone thinks about including people by:



- working with local communities and making sure lots of different people work for us



- supporting staff to get involved with their local communities



- looking at ways to work with volunteers



- having better national and local plans about involving communities



- having better ways to feedback what people say to help us plan our work.



Some examples:

- in Birmingham we worked with Muslim Women's groups to explain how we deal with hate crime



- in the North West of England we helped people with learning disabilities understand how to report crimes and what support they can get.

2. To help people who work for us do really well



We already have lots of different people working for us. We want to make sure we have staff from the same groups as the people in the communities we are working with.

We will check that everyone has the same chance to work for us by:



- having more senior staff with disabilities and from **BAME** groups



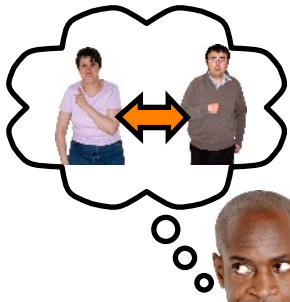
- keep doing better than other organisations at employing women and **LGBT** staff



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



- checking we have up to date information about things like age, religion, race, disability or gender of people who work for us



- making sure we understand how things like **gender identity** and **social background** can affect people at work.

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



- making sure our managers understand how to include different people and treat them fairly



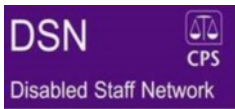
- making sure everyone who works for us knows **discrimination**, **bullying** and **harassment** are wrong



- stopping treating some people who work for us worse than others

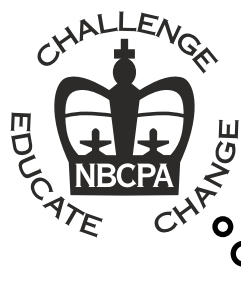


- supporting our staff to check if plans or ways of working treat some people less fairly than others.



Some examples:

- Our Disabled Staff Network helps and supports people with disabilities who work for the CPS.



- The National Black Crown Prosecution Association supports us to think about working with different groups. In 2017 they helped everyone think about Mental Health and how to support people at work and at home.



3. To do really good casework

It is our job to do really good casework. This means collecting information and deciding whether a case should go to court or not.

We will make sure people can see and understand the decisions we make by:



- checking our decisions to make sure we do not treat some people less fairly than others



- making sure our decisions keep to the Equality Act



- talking to local community groups about how we decide things

We will work with local communities to make sure we do really good casework by:



- collecting better information about **victims** and **witnesses** to check if we **discriminate** against any groups



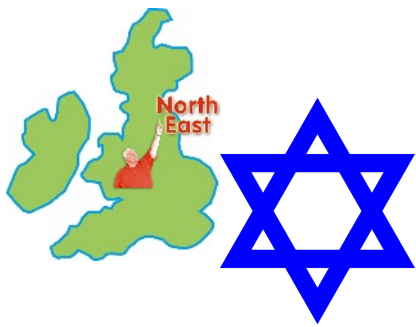
- looking at how **Local Scrutiny and Involvement Panels** can help us do better **casework**



- setting up new ways to ask people what they think



- working with mental health services to understand how crime affects **victims** and people accused of a crime.



Some examples:

- in Gateshead we met people from the Jewish Community to understand how hate crime affects them.



- we will be working with **advocates** from the Gypsy, Roma and Traveller Community about support for **victims** and **witnesses**. We hope this will help more people report crimes.

4. To check how well we are doing

We will know our plan is working if:

- more people trust us



- more people are happy with the work we do





- our decisions are fair and do not **discriminate**



- people who work for us are happy in their jobs



- our staff come from lots of different groups and communities



- all our staff are treated fairly



- communities and our staff help us do things better.



The CPS Board and senior managers will check this plan.



We will also ask people we work with to tell us if we are doing the things we should.



We will report to the board every 6 months.

What the words mean

Advocate

Advocates support you to speak up, or they might speak up on your behalf if needed.

Charge

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

Criminal Justice System

The police, courts, probation service and prisons.

BAME

Black, Asian and Minority Ethnic people.

Bisexual

Bisexual people are attracted to both women and to men.

Discrimination

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

Evidence

Evidence is all the information about the crime.

Gay

Gay men are attracted to other men. Gay women are attracted to other women.

Gender identity

Whether you see yourself as a man or a woman.

Harassment

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

Lesbian

Lesbian/Gay women are attracted to other women.

LGBT

This means people who are lesbian, gay, bisexual or transgender.

Local Scrutiny Involvement Panels

These are panels where members of the community and people who support victims can look at the work we do and tell the CPS what they think they are doing well and what they can do to be better.

Social background

Things that can affect how well you do in life like: where you live, how much money you have, where you went to school, your religion or race.

Technology

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

Transgender

Transgender people are people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.

Victim

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

Witness

Someone who sees a crime happen.



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Ref ISL126 18. June 2018



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