

CPS Yorkshire and Humberside Community Engagement Newsletter

Issue no. 1

Date: Summer 2020



Welcome to the community engagement newsletter

Welcome to the first CPS Yorkshire and Humberside community engagement newsletter.

Engaging with local communities is really important to the work of the CPS. It helps us to improve our policy making and service delivery, and builds the public's trust that the CPS will deliver justice fairly.



Community engagement also works to build an inclusive CPS workforce that is representative of the local communities we serve. Through engagement, we can increase our understanding of the value of diversity, helping to improve our casework quality and decisions, and create an innovative workforce.

The last 12 months have been very busy for us. In May 2019, we completed a mapping exercise of the communities and stakeholders across Yorkshire and Humberside, which enabled us to identify gaps in our current contacts and identify key concerns and issues for local communities. The sheer size and diversity of our communities was recognised following this exercise with the creation of a second Inclusion and Community Engagement Manager post. This has extended the reach of the community engagement team and enabled us to start to build relationships with new community groups, re-engage with young people, and to strengthen ties with our existing stakeholders.

As we look back at some of the work undertaken in the last 12 months we are reminded of the new challenges ahead. With the outbreak of COVID-19, the priorities and concerns of local communities are changing, and the way that we engage with communities will continue to evolve as social distancing restrictions are lifted. Being less visible is a huge challenge to community engagement work at a time when communities need to feel confident that the criminal justice system continues to operate. To that end, we are developing a COVID-19 specific action plan to set out our priorities and methods for community engagement during the pandemic.

We hope you enjoy reading this first edition of our Area newsletter. As always, we would really appreciate your feedback and thoughts, so please do get in touch!

Fiona Dixon and Lizzy Mills, CPS Yorkshire and Humberside Inclusion and Community Engagement Managers

Contents:

1. **Introduction from the Inclusion and Community Engagement Managers**
2. **Work experience and ISVA engagement event**
3. **National Hate Crime Awareness week**
4. **Pride 2019 and engagement with young people**
5. **Stalking, coercive or controlling behaviour conference and CPS Local Scrutiny and Involvement Panels**



A new approach to work experience in Yorkshire and Humberside

Chief Crown Prosecutor (CCP) Gerry Wareham welcomed a group of six young people to our Leeds office over four days for the first CPS Yorkshire and Humberside Work Experience Event in March 2020.

The visitors were aged between 14 and 16 with an interest in a career in law or policing. They were selected by a panel of CPS People Champions after submitting applications, which were then anonymised.

The event demonstrated different aspects of the CPS with colleagues from different teams presenting and engaging the students in practical activities as a group. They also spent time observing colleagues at both the Magistrates and Crown Court.

The packed itinerary was designed to give them an overview of both operational delivery and legal aspects of our work and also to give them some understanding of recruitment across the Civil Service.

At the end of the four days, they delivered a presentation to Gerry summarising what they had learned during their time with us. All six said they would consider working for the CPS in the future and that they would recommend the placement to their friends.

A big thank you to the following colleagues who sifted the applications and contributed throughout the four days:

Anzal Hussain	Melanie Ibbotson
Cora Gordon	Darren Johns
Ed Hulbert	Tracey Bramfoot
Janet Morris	Amy Clarke
Eloise Dubois	Rob Galley
Hannah Middleton	Louise Pryke
Zoe Green	Toni McCann
Heather Gilmore	Caroline May
Vanessa Jones	Vicky Readman
Stephanie Hancock	



CCP Gerry Wareham with the six work experience students

Work Experience Events in Hull and Sheffield have been postponed due to the Coronavirus. Thank you to those who volunteered to be involved in these events. We will reschedule as soon as possible.

Independent Sexual Violence Advocate (ISVA) and CPS engagement event

At the beginning of October, the Area's Rape and Serious Sexual Offences Unit (RASSO) held an ISVA Engagement day.

Led by the RASSO management team and hosted at the Leeds office, the event provided an opportunity to discuss the issues that affect the work undertaken by both ISVAs and the RASSO team.

The day included a presentation from RASSO prosecutors Claire MacDonald and Richard Smith with updates about key aspects of RASSO work, a Q&A session which answered ISVAs' questions on topics such as section 28, pre-trial therapy and third party material, as well as several case study exercises throughout the day to help develop the ISVAs' understanding of CPS Rape policy and practice, disclosure and consent.

RASSO managers and prosecutors joined the ISVAs during the case study exercises and across lunch to help guide discussions, develop relationships, and foster greater mutual understanding.

This is the second year the event has been held and proved just as popular, attracting 30 ISVAs from organisations across the Yorkshire and Humberside region.

Feedback from the ISVAs was very positive with calls to continue this as an annual event as well as to explore some more specialist events for new ISVAs and themed events for those with more experience.

National Hate Crime Awareness week (NHCAW)

2019 marked the 8th National Hate Crime Awareness Week, working to raise awareness and bring people together to stand with and support those affected by hate crime.

NHCAW takes place between the second to third Saturday in October each year and Community Engagement Managers Lizzy Mills and Fiona Dixon worked hard to organise CPS support for events taking place across the Area during the week.

Disability Hate Crime, Leeds

On the Monday, District Crown Prosecutor (DCCP) Gale Gilchrist spoke at a disability hate crime conference at Leeds Town Hall organised by the charity United Response.

The conference was attended by over 90 delegates from the third sector, police, adult social care and victims' groups.

Gale set out the CPS approach to tackling hate crime, discussed the definition of hate crime and explored recent trends in the statistics.

In the afternoon, Area Hate Crime Lead Yvette Levy spoke about our approach to disability hate crime, explaining the prosecution process and how victims can be supported.

Say No to Hate Crime, Calderdale

On Wednesday, CCP Gerry Wareham spoke at the multi-agency 'Say No to Hate Crime' seminar hosted by Halifax College and organised by Calderdale Council.



Lizzy Mills and Gale Gilchrist at the CPS stand at the Say No to Hate Crime event

The aim of the seminar was to explain what hate crime is, outline its impact on victims, families and communities, and set out what support is available for those affected.

Gerry's talk focussed on how we prosecute hate crime and explored some recent successful prosecutions.

Lizzy Mills and Fiona Dixon staffed a CPS stall throughout the day and led a workshop in the afternoon exploring the different types of hate crime and the role of the Area's Hate Crime Scrutiny Panel.



Conversation Club, Doncaster

On the Thursday, Lizzy Mills visited the Conversation Club with Alison Atkinson, Hate Crime Co-ordinator from South Yorkshire Police, to talk with people about hate crime and what is being done about it.

Alison and Lizzy were pleased to hear that many people at the Conversation Club have found Doncaster to be a friendly and welcoming place but some have experienced hate crime, mainly of a racial nature. This is beginning to have an impact on younger generations as children are experiencing hostility too.

All in all a successful and productive week in helping to raise awareness, not only of hate crime, but also the crucial role we have in tackling hate crime in all its forms.

Pride 2019



During June, July and August, CPS staff volunteered to help out at a number of Pride events that were taking place across Yorkshire and Humberside.

Pupil Barrister Katy Varlow with a Police Officer at York Pride

Along with taking part in the Pride parades, individuals helped to staff joint CPS and Police stands, providing information to Pride attendees on the work of the Criminal Justice System, what a hate crime is, and how hate crimes are prosecuted.

Our thanks to the following members of staff for taking part, helping to promote the work of the CPS and to raise awareness of hate crime amongst our local communities:

Ashleigh Walker
Shamaila Qureshi
Katy Varlow
Liz Jenkins

Craig Adams-Quirk
Charlotte Dangerfield
Jade Coates

Bradford Changing Horizons

In September, we took part in an event for vulnerable learners from the Bradford area. The event was organised by Civil Service Local and aimed to raise young people's career aspirations and increase awareness of the Civil Service as an employer open to all.

The event was held at Bradford City Hall and CPS staff helped to deliver a series of workshops on different



aspects of CPS work including hate crime, as well as sharing information on CPS apprenticeships, career pathways and Civil Service Success Profiles.

Head of Business Centre Vicky Readman explaining Success Profiles to a student

Our thanks to Vicky Readman, Katy Varlow, Jessica Lister, Joe Keeney and Hannah Middleton for delivering the workshop sessions.

SPRUCE 2019

In June, Crown Advocate Alisha Kaye took part in an annual event arranged by HHJ Rose for year 12 students from schools in Bradford who are considering a future career in law. Alisha provided a one hour presentation at the three day event to around 50 students on the work of the CPS and role of a CPS Prosecutor.

Now in its fifth year, the event has grown in popularity and Alisha continues to be invited back to help inspire students to consider a career in criminal law.

University engagement

Relationships with the Area's universities have continued to grow. Last year CPS staff were involved in over 20 different university events. These included career fairs, law conventions, speed networking sessions, Q&A panels, providing guest lectures for course modules, and signing up to university mentoring programmes.

Our thanks to everyone who supported and contributed to these events. We still receive feedback that many students,

Extra info

Looking to engage with the CPS as a community group, organisation or an educational institution?

We would love to hear from you! Please get in contact with Fiona.Dixon@cps.gov.uk if you are from West Yorkshire or Humberside or Lizzy.Mills@cps.gov.uk if you are from North Yorkshire or South Yorkshire.

CPS Staff

Inspired by your reading to get involved with community engagement work? Please contact Lizzy or Fiona to find out what community engagement projects you might be able to get involved in.

even those studying law, have very little exposure to the work of the CPS and the breadth of legal and non-legal career options available to them. This is why continuing to build relationships with our local universities is so important, not only to help diversify our future workforce, but to raise awareness of the CPS and the wider Criminal Justice System amongst young people.

Leeds Stalking and Coercive or Controlling Behaviour conference

To coincide with the White Ribbon Campaign and the 16 days of Action, CPS Yorkshire and Humberside contributed to a conference arranged by Safer Leeds to raise the profile of stalking and coercive or controlling behaviour, by supporting ongoing local conversations on how awareness can be increased and how best to



communicate information and promote support.

Community Team
Prosecutor Yvette Levy at the stalking and coercive or controlling behaviour conference

The conference was held at the beginning of December at Elland Road

stadium, and Community Prosecutor Yvette Levy presented on behalf of the CPS on controlling or coercive behaviour, and stalking prosecutions.

Other guest speakers included a specialist in adult health and capacity and coercive control, an officer from West Yorkshire Police, and domestic abuse advocate Luke Hart whose mother and sister were killed by his father.

Local Scrutiny and Involvement Panel (LSIP) meetings

Over the last year we have welcomed a number of new panel members to the CPS Yorkshire and Humberside LSIPs. The Area has three themed LSIPs covering rape, domestic abuse and hate crime.

Each panel is a partnership between the CPS and local communities to improve the prosecution process and to deliver improved criminal justice. The panels fulfil this role by scrutinising local CPS casework and decision-making, and by their involvement in consultations about CPS strategy, plans and policies both locally and nationally.

Over the last year the rape panel looked at rape cases involving youth defendants and cases involving controlling or coercive behaviour. The domestic abuse panel looked at stalking and harassment cases, and cases in Grimsby where the victim had stopped supporting the prosecution case. Whilst the hate crime panel looked at crimes involving multiple hate crime strands and unsuccessful racially aggravated crimes.

All three panels also contributed to the consultation exercises for [CPS 2025](#), and the hate crime panel provided their feedback on current national [CPS hate crime](#) guides as these look to be refreshed.

Extra info

Local Scrutiny and Involvement Panels (LSIPs)

Interested in finding out more about the work of the panels, or to find out more about becoming a member? Please contact Fiona.Dixon@cps.gov.uk if you are from West Yorkshire or Humberside or Lizzy.Mills@cps.gov.uk if you are from North Yorkshire or South Yorkshire.

Links

To see the Area's latest press releases and to find out more about CPS Yorkshire and Humberside and its work, please visit the [CPS Y&H webpage](#)