



Our plans on how we will treat people equally and fairly for 2015 to 2018



This is an EasyRead version of:
**CPS Equality and Diversity Objectives
2015-18**

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About the Crown Prosecution Service

We are called the **CPS** for short.



Our job is to decide whether someone should be taken to court because we think they have committed a crime.



We work with the police when they start looking into a case and decide what charge is best when cases are more complicated.



We also give information and support to:

- people have been the victims of crime



- people who will be speaking in court saying what happened to them or what they saw.



We work across England and Wales.

2014						
1	2	3	4	5	6	7
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In 2014 we took over 680,000 people to court.



Most went to magistrates courts who deal with less serious crimes.

Nearly 100,000 more serious cases went to Crown Courts.



About 8 out of 10 people were found guilty of doing the crime.



You can find out more about us by:



Writing to:

Correspondence Unit
Crown Prosecution Service
Rose Court
2 Southwark Bridge
London
SE1 9HS



Calling: 020 3357 0899



email: enquiries@cps.gsi.gov.uk



A few words from the people who run the CPS



This EasyRead leaflet is about how we will treat people equally and fairly, following the Equality Act 2010.



If our service is going to be fair, do good work and be open about what we do it has to treat everyone equally and fairly.

We must make decisions that:



- are fair to the people have been the victims of crime and people who will be speaking in court saying what happened to them or what they saw.



- are fair to people we think might have done a crime.



- do enough to get the right results in court.



- act on the things people are worried about.



We had plans about how to do this 3 years ago and we are pleased with how well they have gone.



We need to make sure we do as well with our new plans for the next 3 years. They are on page 14.



It will be more difficult as we don't have so much money and we are changing the way we work.



We need to stick to the things we believe in to make sure we carry on treating people in the ways we want to.



We have a good group that helped us make these plans as well as making sure we stick to them.



They are called the **Community Accountability Forum** or **CAF** for short, and we want to say thank you to them for doing such a good job.



Alison Saunders
Director of Public Prosecutions



Peter Lewis
Chief Executive



The Law

The Equality Act 2010 said people should be treated equally and fairly, and especially people not be treated unfairly because of:



- how old they are



- a disability they have



- having changed sex



- being married or in a civil partnership



- having a baby



- their race



- their religion or belief



- being a man or a woman



- being gay, lesbian or bisexual.



There are 3 main areas we need to think about:



1. Stopping people being treated unfairly, bullied or treated badly.



2. Making sure staff from any of the groups of people who are often treated unfairly are given the same chances as anyone else.



3. Helping people from these different groups get on with each other.



Each year, we also need to show what work we have done to make sure we are following our plans about treating people equally and fairly.



And every 3 years we make new plans after we have checked how well the old ones are working.

2018						
1	2	3	4	5	6	7
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These are our new plans up till 2018.



You can see more information about all of this here:

www.tinyurl.com/CPSequality



Treating people equally and fairly



We want to do our job fairly and openly.



We want to get better at what we do and be a better place to work.



We follow rules about how to decide if we take someone to court.

They say:



- being fair and taking people to court when it's needed is really important to help stop people breaking the law



- we must make sure the right person is taken to court for the right crime



- people who break the law should be dealt with whenever we can.



Making our decisions well helps get justice (being treated properly and fairly) for everyone.



Because we think it is the right thing to do, we think about treating people equally and fairly in everything we do.



How we asked people about our plans on treating people equally and fairly



The plans were made in a small group of people from the Community **Accountability** Forum or **CAF**.



CAF includes people interested in our work as well as staff members. **CAF** was involved from the very start of this work.



We also asked other people and community groups what they thought about our plans.



Lots of people told us by email, post and the internet.

More details about all of this are on our website.

2015				2018						
1	2	3	4	1	2	3	4	5	6	7
8	9	10	11	8	9	10	11	12	13	14
15	16	17	18	15	16	17	18	19	20	21
22	23	24	25	22	23	24	25	26	27	28
29	30	31		29	30	31				

Our plans on how we will treat people equally and fairly - for 2015 to 2018

We have 5 main things to do in our plans, these are:



1. To check we are following the law on how to do our job and treat our staff.



We will make sure we have outside people help check on us.



2. To make sure our rules on taking people to court work well, include everyone and are fair.



We will think about the needs of different groups of people and especially people who have been victims of crime or have seen crimes happen.



3. To take more people to court for hate crimes and give a good service to victims.



We want to charge more people who have broken the law on hate crimes, these could be crimes against people because:



- they are older



- they are gay



- of their race



- of their religion



- they have a disability



- they have changed their sex.

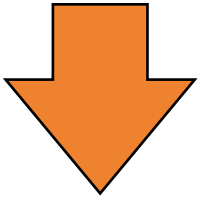


We will support victims in ways that:

- are fair



- are right for that person



- cause as little upset as possible



- work well.



We want to show people it is worth telling the police about hate crimes and that we will do something about them.



- 4. To take more people to court for crimes of hurting women and girls and give a good service to victims.**



We want to take more people to court who have broken the laws on hurting women and girls.

We will support victims in ways that:



- are fair



- are right for that person



- cause as little upset as possible



- work well.



We want to show people it is worth telling the police about these crimes and that we will do something about them.



5. To make sure staff from the groups that are often treated unfairly are treated properly in the CPS.



Our staff come from all different backgrounds and we want to make sure they are all treated fairly.



We will follow the civil service rules on how to do this well.



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