

## Draft Statutory Equality, Diversity and Inclusion Objectives 2019–2022

### Public Confidence

1. **Build trust with all our communities by ensuring the public has confidence in the Crown Prosecution Service (CPS), in particular Black Caribbean and disabled adults, who the Crime Survey of England and Wales report having lower levels of trust in the Criminal Justice System, as well as Gypsy, Roma Traveller Communities, people seeking asylum and migrants, who demonstrate similar trust levels.**

#### Key activities for 2019-2020

- CPS Areas and Casework Divisions to conduct a stakeholder and community mapping exercise to inform and prioritise local community engagement activity;
- Pilot and embed new ways of engaging with seldom-heard communities identified through the programme of 'Community Conversations' led by Chief Crown Prosecutors;
- Review the terms of reference and refresh membership of the Community Accountability Forum, which will oversee progress against our Equality and Diversity objectives and ensure the CPS is meeting its duties under the Equality Act 2010 and the Human Rights Act 1998.

2. **Making equality and inclusion everyone's business by ensuring the public sector equality duty is applied consistently and effectively in regards to employment and how we deliver our work with the public.**

#### Key activities for 2019-2020

- Further improve the culture and approach to undertaking Equality Analysis, to include governance arrangements, delivered through training, awareness raising and process changes to demonstrate how robust Equality Analysis supports informed decision making;
- Develop a local and national assurance process to monitor the implementation and progress of the Inclusion and Community Engagement Strategy and equality and diversity objectives;
- Encourage staff from all levels, roles and characteristics to participate in community engagement activities.

### High Quality Casework

3. **Work with communities and partners to deliver high quality casework by ensuring crime trends and feedback from stakeholders help to inform our priorities. Improve the CPS approach to service delivery and casework in relation to violence against women and girls, hate crime, serious**

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**violence, mental health and communities that are disproportionately affected by particular crime and share a particular protected characteristic.**

**Key activities for 2019-2020**

- Refresh membership of Local Scrutiny Involvement Panels (LSIP) to ensure they reflect representatives from all the communities affected by the cases reviewed;
- Engage with stakeholders to review CPS' approach to casework involving victims, witnesses and defendants with mental health issues and learning disabilities, to improve their experiences of the Criminal Justice System;
- Ensure that casework feedback from LSIPs and community engagement activities feeds into local and national Casework Quality Assurance processes, helping to shape national priorities.

**4. Ensure prosecutions are fair and transparent by ensuring unjustified disproportionality is identified and appropriate action taken wherever necessary.**

**Key activities for 2019-2020**

- Publish data on CPS decision-making, broken down by protected characteristics wherever possible, and take appropriate action where unjustified disproportionality is identified;
- Monitor national and local performance on issues which disproportionately affect communities with protected characteristics, and take appropriate action where necessary to address any issues identified;
- Develop a communications approach which is targeted towards communities with low levels of confidence in the CJS, that helps to explain decisions and shares casework outcomes.

**Supporting the Success  
of Our People**

**5. Increase diverse workforce representation and declaration rates to ensure the CPS workforce is representative of the communities we serve and the rate of people declaring their personal information on our HR system is at or above 75%.**

**Key activities for 2019-2020**

- Ensure local and national strategies and plans set targets and take positive action where required to ensure the local workforce at all levels reflects local populations;
- Support and encourage employees to declare their personal characteristics on HR systems;
- Continue to analyse all employment data annually to identify and deal with anything that appears unfair in any CPS practice.

6. **Develop an inclusive workplace culture by ensuring our organisational culture allows all employees to feel included, thrive and develop in the workplace, irrespective of their personal characteristics and/or background.**

**Key activities for 2019-2020**

- Work in partnership with our colleagues in the trades union and employee networks to identify potential barriers to workforce inclusion for all and develop approaches to overcome them;
- Continue to embed the roll out of the Anti-bullying and harassment Respect Programme (which aims to identify and tackle inappropriate workplace behaviour linked to bullying and harassment), evaluate its impact and take follow up action, linked to local People Survey outcomes;
- Continue to measure employee experience by demographic group through the Annual Civil Service People Survey to ensure that any difference in experience between groups is identified and acted upon.

### Glossary of terms

Casework Assurance Process (CAP)	<p>The purpose of CAP is to provide a simple consistent means of measuring the quality of casework across the CPS at Area, unit and individual level. The results are collated to provide a national overview.</p> <p>The scheme is one the main tools used to improve the quality of casework across the CPS.</p>
Community Accountability Forum (CAF)	<p>The Community Accountability Forum (CAF) plays an important role in providing independent oversight of the CPS's work to deliver our inclusion and community engagement strategy, and our statutory equality and diversity objectives.</p> <p>The CAF is one of the mechanisms the CPS utilises to engage with external stakeholders from the voluntary community sector, academia and across government.</p>
Community Conversations	<p>Community Conversations is a dialogue between the CPS and communities. It provides an opportunity for communities and in particular seldom-heard communities to share their experiences, perceptions and raise their voices so they may be heard and positively influence policy and practice within the CPS. Participants have the opportunity to outline local priorities and are able to discuss community led 'bottom up' approaches to tackling the current challenges their communities face.</p>
Local Scrutiny Involvement Panels (LSIPs)	<p>Local Scrutiny Involvement Panels (LSIPs), comprising community members, voluntary sector organisations and academics provide feedback on CPS finalised casework and decision-making, particularly in relation to Violence Against Women and Girls and Hate Crime.</p>
People Survey	<p>Staff are asked to complete an annual survey to share their views and experiences of how the CPS treats them in relation to a number of areas, including: inclusion and fair treatment, resources and workload, leadership and managing change, learning and development and pay and benefits. The results are reviewed at both a national and local level and actions put in place to address any issues raised.</p>
Protected characteristics	<p>Under the Equality Act 2010, which provides a legal framework to tackle disadvantage and discrimination, the protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including none), sex and sexual orientation</p>
Unjustified disproportionality	<p>The term "disproportionality" refers to the ratio between the percentage of persons in a particular group compared to the percentage of the same group in the overall population. For example, there may be an overrepresentation of a particular ethnic group at a specific decision point within the Criminal Justice System.</p> <p>Any activity that creates a disproportionate and unfavourable effect on any ethnic minority (or any other group protected by the Equality Act 2010) must have a legitimate justification to be lawful. If the disproportionality is unjustified public sector organisations must take meaningful steps to address this.</p>