



CPS

Consultation on the CPS Single Equality Scheme 2010/11

Summary of responses

Single Equality Scheme 2010/11

Consultation and Involvement

By involvement we mean including stakeholders at the onset of developing our scheme and throughout its various drafts. By consultation we mean asking for people's views on our proposals for inclusion in our scheme.

How we involved and consulted communities

- We set up a Joint Project Board including community organisations representing all equality strands.
- We set up a Disability Involvement Group including disabled people from community and other relevant organisations.
- We held a workshop to consider the public consultation document.
- We ran a 12-week public consultation process during which members of the public were able to lodge their comments by email or post.
- We invited every organisation on the CPS Equality and Diversity Unit database to comment on the public consultation document.
- We invited the CPS Community Accountability Forum to comment on the public consultation document.
- We invited members of our regional (Group) and Area engagement forums to comment on the public consultation document.

How we involved and consulted staff

- All three of the CPS' Staff Networks, namely the Disability Staff Network, the LGBT Staff Network and the National Black Crown Prosecution Association, were represented on the Joint Project Board. Additionally, the Disability Staff Network was also represented on the Disability Involvement Group.
- The Equality and Diversity Unit worked with staff network representatives to look at effective ways to consult with network members during the main 12-week public consultation period.

- All CPS staff were able to log onto the public consultation document during the 12-week consultation period and email in their comments.
- A consultation meeting was held with the CPS trade unions and they were also invited to comment on the consultation document.
- Managers were encouraged to discuss the public consultation document with their staff during team meetings.
- We used the results of five regional staff focus groups that took place during 2008 to inform the scheme.

Other consultation

We also consulted with our partners in the Criminal Justice System and with other relevant agencies:

- Association of Chief Police Officers
- Attorney General's Office
- Equality and Human Rights Commission
- Government Equalities Office
- Home Office
- Ministry of Justice
- National Police Improvement Agency
- Office for Criminal Justice Reform

Summary of Consultative Responses

Our various consultation methods attracted a large number of detailed and substantial responses, principally from community and voluntary organisations but also from individuals. A comprehensive log of all responses is available from the Equality and Diversity Unit on request. In addition, a report on the outcomes of the consultation workshop held on 3 March 2010 is also available.

Many of the responses have been used to shape the final scheme and action plan. At the same time, many of the ideas people gave us were useful ideas about how we might implement the actions already in the scheme, and we will be mindful of these in the year ahead as we put the scheme into practice. In addition, some proposals from respondents related to the functions of other agencies e.g. the police service.

Given the limited timescale of the scheme we have not been able to respond to all proposals put forward. This does not mean that those proposals are not important to us, and we will ensure that proposals not addressed in this scheme will be used to inform our next scheme for 2011-14.

Brief overview of responses to public and staff consultation

The overall themes covered in the responses are set out below together with highlights of key issues raised (NB this list is not exclusive).

General responses

- Incorporate important principles such as the social model of disability and the relevance of 'intersectionality' i.e. breaking down the barriers between strands and better reflecting people's lived experiences.
- Develop joined up working in relation to strategies, responsibilities and accountabilities in partnership with the Police Service, HMCPSP, Witness Service, Courts Service, and Counsel.

Responses relevant to prosecutions, victims, and witnesses

- Consider extending hate crime to monitor crimes against specific groups e.g. refugee and asylum seekers.
- Extend the focus on scrutiny panels to Violence against Women prosecution cases.
- Publish annual statistics detailing the number of assisted suicide cases referred to the Director of Public Prosecutions.
- Monitor the application and impact of any new guidance issued on the use of section 146. (Criminal Justice Act 2003 – increasing sentences for aggravation related to disability or sexual orientation).
- Recognise that religiously aggravated crime also encompasses crimes against people who lack religious belief.
- Consider the role, remit and mechanisms for the use of intermediaries and issue guidance.

Responses relevant to employment and training

- Use people from local community groups and community organisations to support internal training or to provide staff training.
- Improve organisational response to BME staff issues, particularly in relation to staff in Areas who can feel isolated where the proportion of BME employees is low.
- Ensure requests for reasonable adjustments are dealt with effectively and quickly.
- Ensure disability-related absences are recorded separately from sickness absences.
- Provide a dedicated point of contact for staff complaints relevant to each strand (possible Equality champions).
- Undertake a dignity at work campaign that addresses the different issues this raises for different groups of people (and ensuring intersectionality).
- Provide training to ensure that prosecutors understand issues relating to learning difficulties.

- Provide training and awareness-raising for line managers around equalities issues, including behaviours and attitudes.
- Abandon the default retirement age.

Responses relevant to other CPS activities

- Support the needs of carers, as employees, and as victims and witnesses in the prosecution process.
- Engage with disabled people's own organisations not just organisations that provide services for disabled people.
- Ensure engagement reaches the widest range of people within communities and avoid reliance on community or religious 'leaders' who might operate as exclusive gatekeepers.
- Undertake more engagement with young people including engagement with those not in mainstream education.
- Breakdown Black and Ethnic Minority monitoring data into each ethnic group (including Irish) and disaggregate data at Group and Area level.
- Work with the police to improve training and ongoing support for third party reporting centres.
- Raise awareness of issues in relation to deafness amongst CPS staff.
- Develop guidance on the diversity of different types of communication methods for communicating with people with different disabilities.
- Undertake active consultation with refugees and asylum seekers and consider how to include migrant workers and Gypsies and Travellers who are victims or witnesses.
- Take into account issues specific to rural areas.
- Ensure that messages to promote positive attitudes to disabled people are consistent and use positive images of disabled people more broadly and not just in literature about disability.

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