



Strategic Plan 2008-11

Equality Impact Assessment

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**EQUALITY IMPACT ASSESSMENT
(EIA)**

Office for Criminal Justice Reform (OCJR)

Strategy and Planning Directorate

Strategy and Resources Unit

1. PRELIMINARY SCREENING

Date of Screening	September 2007
Name of Strategy Writer	Katrina Lidbetter
Acting Chief Executive	Jonathan Sedgwick

Strategic Plan 2008-11		This is a new strategy
	✓	This is a change to an existing strategy
		This is an existing strategy

Policy Aims, Objectives & Projected Outcomes

The Criminal Justice Strategic Plan builds on the Crime Strategy that was published on 19 July 2007. It sets out how the Criminal Justice System in England and Wales - police, prosecution, courts, probation, prison and youth justice services, will support delivery of the Crime Strategy and the reduction of crime and re-offending. It sets out Government's vision for the Criminal Justice System, building on the vision of the previous strategy, but learning lessons and making necessary changes. It sets out Criminal Justice targets and programmes for the next three years and describes how the Criminal Justice Departments, Attorney General's Office, Ministry of Justice and the Home Office supported by OCJR, will all work together to deliver them. It also sets out how the Criminal Justice System works with services, such as health and education, to prevent crime and reduce re-offending, including through devolved services in Wales. This EIA should be read in conjunction with the Crime Strategy EIA as well as EIAs of individual projects or programmes.

Will the Strategy have an impact on national or local people/staff?	YES
Are particular communities or groups likely to have different needs, experiences and/or attitudes in relation to the Strategy?	YES
Are there any aspects of the Strategy that could contribute to equality or inequality?	YES
Could the aims of the Strategy be in conflict with equal opportunity, elimination of discrimination, promotion of good relations?	NO
If this is an amendment of an existing Strategy, was the original policy impact assessed?	YES (in respect of race)

CRIMINAL JUSTICE STRATEGIC PLAN 2008-2011

EQUALITY IMPACT ASSESSMENT

2. BACKGROUND

2.1 An Equality Impact Assessment (EIA) is a systematic and evidence-based consideration of how a policy or strategy will impact upon different societal groups. There is a legal obligation to equality-assess government strategy for its impact according to race,¹ disability² and gender.³ However, Criminal Justice System Departments have adopted a best practice approach to policy-making by ensuring officials also consider as far as possible the impact on broader equality strands, namely religion, belief and non-belief, sexual orientation, age, socioeconomic status and geographical location.

Context

2.2 In July 2004 the Government published its Strategic Plan for Criminal Justice 2004-2008 '*Cutting Crime, Delivering Justice*'. That document set out Government's vision for a modern joined-up Criminal Justice System, one that is effective and serves the community fairly, providing victims and witnesses with a consistently high standard of service from all criminal justice agencies. The Plan also committed to bring more offences to justice through modern and efficient processes and to enforce compliance with sentences and court orders rigorously.

2.3 The Government is on course to meet, or has met, most of the commitments set out in that Strategic Plan. More than 1.4 million offences were brought to justice in the year to June 2007, an increase of 43% since March 2002. Public Confidence has risen since March 2003. Victims and witnesses were satisfied with the handling of their case in nearly 60% of cases. Trials are more effectively managed and witness attendance has improved. The Government has made major investment in information technology and delivered a cross-Criminal Justice System IT infrastructure.

2.4 The new Criminal Justice System Strategic Plan for 2008-2011 '*Working Together to Cut Crime and Deliver Justice*' builds on this progress but recognises that challenges remain. Whilst great strides have been made in tackling volume crime, there is more to do to tackle some of the most serious crimes, such as sexual and violent crimes and to support the victims of these crimes. The Plan recognises the need to intervene earlier and more effectively where young people are at risk, both as victims or offenders. There is more to do to respond to the concern of communities about the crime in their area and respond to rising public expectations

¹ Race Relations Act 1976 (as amended).

² Disability Discrimination Act 2005 (as amended).

³ Equality Act 2006.

and the needs of a more mobile and diverse society. At the most serious end, terrorist cases place demands on our system to which we must respond.

Aims and objectives

2.5 The Criminal Justice Strategic Plan 2008-2011 builds upon the Crime Strategy published on 19 July 2007 and sets out how the Criminal Justice System in England and Wales will respond to these challenges. It sets out the Government's vision for a Criminal Justice System which is:

- **effective in bringing offences to justice**, especially the most serious, so that the Criminal Justice System plays its part in reducing crime and re-offending;
- in which **the public are confident and engaged**: people in local communities informed about the performance of the system, consulted and engaged about their priorities so they can be confident that it is fair and meets their needs;
- having **the needs of victims at the heart of the system**: high standards of service for victims and witnesses, with the needs of victims at the heart of the system; and
- **simple, efficient processes**: speedy, streamlined and efficient processes supported by modern technology that enable the police to focus their time on tackling crime.

2.6 The Plan sets out the targets and programmes for the period 2008-09 to 2010-11 which will support this vision and describes how the Criminal Justice Departments – the Home Office, Attorney General's Office and Ministry of Justice will work together to deliver them, supported by the Office for Criminal Justice Reform (OCJR). The Plan also sets out how the Criminal Justice System works with other services, such as health and education, to prevent crime and reduce re-offending, including through devolved services in Wales.

2.7 In particular, the Plan sets out a new approach to delivery. The vision and national targets provide an overall framework, but within this, Local Criminal Justice Boards (LCJBs) will have the lead role in developing their own delivery plans and targets. They will work in partnership with others to improve the efficiency and effectiveness of services to their communities, and to engage with, and respond to, the needs of all in their local areas.

Scope of the EIA assessment

2.8 The scope of this EIA looks at the goals and aims of the Criminal Justice Strategic Plan as a whole, rather than at the detailed effect of individual policies or programmes contained within it. Many of these policies are ongoing and will already have been impact-assessed; or have impact assessments underway (please see Appendix C).

2.9 This EIA also touches on the policies of individual departments and businesses within the Criminal Justice System and gives examples of specific

measures. However it is only intended to provide an overview and is not a comprehensive account. For fuller details, application should be made to the relevant department or agency.

2.10 This document is a high level document looking at the broader equality issues addressed in the Criminal Justice Strategic Plan. This EIA makes reference to specific sections in the Plan but does not cite them in full: it should be read in conjunction with the Plan. Equality issues were considered throughout the preparation of the Strategic Plan. Where new specific projects are developed in furtherance of this overarching strategy, these will be accompanied by individual equality impact assessments.

3. METHODOLOGY

Assessing equality impact at the strategic level

3.1 The Criminal Justice System covers the end-to-end process of tackling crime and delivering justice. This includes crime prevention, crime detection, bringing offenders to justice, supporting victims and witnesses, enforcing compliance with the courts, reducing re-offending, reducing public fear of crime and fostering public confidence in the fairness and efficacy of the Criminal Justice System. Given the breadth of these goals, there is a wide range of policies and programmes designed to achieve them. Officials with responsibility for specific policy areas, programmes or projects are themselves responsible for ensuring that they comply with equality requirements. This EIA is not a replacement for the EIAs that have been, or will be, carried out for individual policies, plans or programmes (please see Appendix C).

Stakeholder and community engagement

3.2 The individual plans, programmes and policies covered in the Criminal Justice Strategic Plan have largely been, or are, subject to consultation. In addition we have consulted widely on the key overall messages in the Strategic Plan itself and its targets, including with the National Criminal Justice Board, LCJBs, the Criminal Justice Council and the Council of Circuit Judges. As part of the evidence gathering process we also spoke with frontline public stakeholders, including delivery partners, consultative or advisory panels, professional bodies and voluntary sector organisations. Representatives were invited to attend a stakeholder seminar held on 7 September 2007 to test out the key themes emerging from the developing strategy, to identify equality issues, and to comment as to how the strategy was addressing them. The following organisations responded:

Voluntary sector organisations

- NACRO
- Crime Concern
- Clinks

- Voice UK
- Victim Support

Organisations with a particular focus on equal opportunities

- Help the Aged
- Mencap
- Press For Change
- Respond
- The Runnymede Trust
- 1990 Trust
- '11 Million Children'
- Survivors Trust

Public Sector organisations

- Criminal Cases Review Commission
- Criminal Injuries Compensation Authority
- Criminal Injuries Compensation Appeals Panel

Professional bodies and associations

- Magistrates Association
- National Black Police Association
- Women's Police Officers Association

Advisory or consultative bodies

- Home Office Victims' Advisory Panel

3.3 Comments made were taken into account in the drafting of the Strategic Plan and this EIA. For example, stakeholders highlighted the importance of support for vulnerable victims and witnesses, especially young victims and victims of sexual crime, domestic violence or hate crime. Other points raised included the importance of respecting the rights of defendants and the need to support the vital role played by the voluntary sector. More broadly, stakeholders highlighted the need for robust data to measure progress on diversity issues. All these points have been reflected in the Strategic Plan and in this EIA and will continue to be monitored.

Speaking with staff

3.4 In order to involve staff in the development of the strategy, OCJR staff were invited to attend OCJR Project Group meetings, contribute to Strategic Plan and identify equality issues. We consulted on-site representatives of staff diversity groups on this EIA. Managers from the Criminal Justice System and other

government departments were invited to attend Strategy Group meetings and the interdepartmental Strategy Network, including the devolved administrations.

Ongoing consultation

3.5 The Strategic Plan is a high level document which provides the overall framework for the annual Criminal Justice Business Plans and specific projects and programmes. The Plan places particular emphasis on engagement with local communities through LCJBs. Following publication of the Plan, there will be continuing dialogue and engagement with staff, front line practitioners, stakeholders and the public to shape the detailed implementation of the Plan and work up the annual business plans that follow from the Plan.

4. ANALYSIS OF EVIDENCE AND RESPONSES

4.1 The Criminal Justice System is broadly on track to meet the commitments set out in the 2004-2008 Strategic Plan. This includes increasing public confidence and reducing the number of black and minority ethnic people who believe the Criminal Justice System will treat them worse than others. However there is more to do, crime and the Criminal Justice System affect different societal groups in different ways, and such differences may impact disproportionately upon particular groups. The Government has already taken many measures to reduce the risk of unfair disproportionality, some of which are outlined below. The new Criminal Justice Strategic Plan for 2008 - 2011 and this EIA build on the work that has already been accomplished.

4.2 In this EIA we outline some strategic equality challenges for the new Strategic Plan and what actions will be taken to mitigate the risk of unfair disproportionality and meet the needs of all. This EIA is organised by equality strand. It looks first at the equality issues surrounding race, then gender, age, disability and socioeconomic/geographical groups. Where a specific point (such as the Equalities PSA target) covers several different issues, we have not repeated it in detail in each section. There is also a section; 'Hate Crimes'. This follows on from the race section but deals with crimes that are suffered by a wide variety of people, including racial groups but also including belief and non-belief groups and lesbian, gay, bisexual, transgender and transsexual people as well as those with a disability or learning difficulties.

5. RACE

5.1 Black and Minority Ethnic (BME) groups have a higher fear of crime⁴ and less confidence than white groups that they would be treated fairly by the Criminal Justice System⁵. BME groups have also been underrepresented as staff among agencies⁶. Black people are currently seven times more likely to be stopped and searched and at least three times more likely to be arrested than white people⁷.

What is being done?

5.2 Building on the work of the previous four years, it remains an ongoing strategic priority of the Criminal Justice System to address race disparity in all its forms. This is reflected in the new *Justice for All* Criminal Justice Public Service Agreement (PSA) target for 2008-09 to 2010-11 which aims to deliver a more effective transparent and responsive Criminal Justice System for victims and the public. Indicators include:

- increasing **public confidence** in the fairness and effectiveness of the Criminal Justice System;
- increasing **victim satisfaction** with the police and **victim and witness satisfaction** with the Criminal Justice System;
- ensuring consistent collection, analysis and use of good quality ethnicity data to identify and address **race disproportionality** in the Criminal Justice System.

5.3 We previously measured BME perceptions of fair treatment. We have moved to a more tangible measure of the extent of racial disparities in the Criminal Justice System. LCJBs will be required to collect and use improved and more comprehensive ethnicity data plus other diagnostic tools to identify, understand and address any unfair race disproportionality at key points within the system. To support this, at national level we are developing a minimum data set to improve the quality and consistency of collection of ethnicity data at key stages of the Criminal Justice System and introducing a 'basket of indicators' to pin-point areas of disproportionality and help determine local priorities for action in conjunction with local communities.

5.4 More widely, as with all Government Departments, Criminal Justice Departments support Government's new Equalities PSA target which aims to: **address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation, religion or belief**. Delivery of this PSA will be driven and monitored by the new Government Equalities Office which has

⁴ Worry about crime in England and Wales: findings from the British Crime Survey,

⁵ Home Office Citizenship Survey

⁶ Race Equality: The Home Secretary's Race Employment Targets; Statistics on Race and the Criminal Justice System.

⁷ Section 95 Statistics on Race and the Criminal Justice System

responsibility for the Government's overall strategy and priorities on equality issues. This PSA target has a number of aims, including:

- reducing the extent to which people feel they experience discrimination in employment due to gender, race, disability, age sexual orientation, religion or belief; and
- empowering and encouraging more women, people from ethnic minorities, disabled people and younger people to engage in public life.

5.5 Also the Socially Excluded Adult PSA, led by the Cabinet Office, contains indicators on improving accommodation and employment outcomes for offenders. This provides us with a key lever to tackle the inequalities that many offenders, as part of a socially excluded group, face in accessing mainstream resources.

Improving BME confidence in the Criminal Justice System

5.6 Since 2001 we have made progress in reducing the proportion of people from Black and Minority Ethnic (BME) groups who believe they will not be treated fairly by a Criminal Justice System agency (see table below).

Proportions of people from BME groups expecting worse treatment by CJS agencies ⁸

Agency	2001 HOCS %	2003 HOCS %	2005 HOCS %	2007 Q1 Citizenship survey data
Police	27	23	24	23
CPS	14	12	11	12
Courts	14	13	12	12
Probation Service	11	10	10	10
Prison	21	17	17	15
By one or more agency	33	31	31	29
Bases	5,445	5,288	5,125	1,420

5.7 The new Strategic Plan will continue to put priority on improving confidence, especially BME confidence. A key aspect of the Strategic Plan is the emphasis it places on LCJBs engaging with local communities and responding to the needs of all in their communities, working closely with local partnerships such as Crime and

⁸ This table covers all the criminal justice system categories covered by the Citizenship survey. It is not a comprehensive list of all CJS agencies but is rather an illustration of the progress being made at a strategic level. Citizenship Survey data was biannual but since 2007 the survey has moved to a continuous design, allowing provision of headline findings on quarterly basis. Figures for 2007 are from the first quarter of this year. The ownership of the survey also changed from the Home Office to the Department for Communities and Local Government. Key figures from the Citizenship Survey data have been published in reports. The remaining figures are available on the Economic and Social Data Service website.

Disorder Reduction Partnerships and, in Wales, Community Safety Partnerships. At national level we are supporting this by developing an overarching Criminal Justice Community Engagement Strategy. This will link together the range of community engagement work that is well underway: for example, the national roll-out of neighbourhood policing, which is key to strengthening engagement and involvement of local communities in policing priorities. The Government is also extending Community Justice projects, which support the courts to engage with the local community, to eleven new court areas.

5.8 In support of these measures, the 'Confidence Tool Kit', launched in 2007, and the 'Race and Confidence Challenge Fund' for 2007-08, will support innovative and practical local community engagement activities which aim to increase the confidence of BME communities in the Criminal Justice System. Community engagement is further supported by communications activity such as the Inside Justice Week campaign with a special emphasis on reaching out to ethnic minorities. OCJR will support LCJBs to run 'You be the Judge' events in their area to increase BME knowledge of the Criminal Justice System.

Creating a Criminal Justice System reflective of the communities it serves

5.9 To increase BME confidence that the Criminal Justice System is there to serve the whole community and that it will treat them fairly, it is important that as far as possible, the Criminal Justice System reflects the community it serves. All departments support delivery of the cross-government Equalities PSA target. Recent data shows significant improvement in levels of BME representation since 1998-99. Especially worth highlighting is the fact that a large number of the new Police Community Support Officers are from BME backgrounds. There has also been an increase in BME representation in the Crown Prosecution Service (CPS) (see table below)

Agency⁹	1997-1998	2005-6
Police Service (officers)	2%	3.5%
Prison Service (officers)	2%	4.5%
Police Community Support Officers	-	14.5%
Probation Service (all staff)	8.5%	11%
CPS (all staff)	8.5%	15%
Judiciary (excluding Magistrates)	Footnote ¹⁰	4%
Magistrates	Footnote ¹¹	15.5% ¹²

⁹ This table covers the larger organisations or categories covered by the Section 95 data. It is not a comprehensive list of all CJS agencies' but is rather an illustration of the progress being made at a strategic level. Figures have been rounded to the nearest 0.5%. The Section 95 statistics for 1998 have been used as a baseline. Individual agencies have collated the data at different months, so inter-agency comparisons may not give the full picture. Reference should be made to the Section 95 statistics or agencies' own data for fuller information.

¹⁰ On 1 August 1998 there were 5 ethnic minority Circuit Judges, 13 Recorders and 13 Assistant Recorders as stated in the Section 95 statistics.

¹¹ In 1997-98 lay Magistrates figures at this stage were only recorded for appointments. This showed 4.1% appointments (excluding those in the Duchy of Lancaster) were from ethnic minority groups.

¹² Figure incorporates district judges as well as lay magistrates.

Court Staff	7% (magistrate court) 4% (Crown Court and combined courts)	7% (magistrates court) 7% (Crown Court)
Youth Offending Team Members	-	16%
Legal Profession (self employed barristers) (solicitors on the roll)	8.5% 8 %	9% 9.5%
Victim Support	-	8.5%

5.10 Some of the measures underway in Criminal Justice agencies to improve levels of representation from BME groups amongst their staff and improve their response to the needs of all the public, including BMEs are set out below. This is not intended to be a comprehensive list and further details should be sought from the specific business or agency.

- **HM Prison Service (HMPS):** has recently developed a senior operational managers' programme to help encourage promising candidates to apply into the management grades. HMPS is also currently developing a positive action programme for its current BME managers and it continues to support BME staff through the RESPECT network.
- **Police:** the Home Office, Association of Police Authorities and Association of Chief Police Officers have jointly produced a 5 year training strategy for improving performance in race and diversity in the police over the period 2003-09. Many police forces are now using a new methodology pioneered by OCJR (Practice Oriented Package) to measure and reduce disproportionality.
- The **National Probation Service's** positive action leadership programme 'Accelerate', which facilitates the development of BME staff through a personal two year development plan was due to be completed in 2007. The original Accelerate Programme was listed for the *Personnel Today* awards on two consecutive occasions, 2005 and 2006, and has been short listed this year for the National Training Awards 2007. Due to its success the programme will now run from 2007 to 2010.
- **Judiciary:** There is a tripartite strategy on judicial diversity, jointly owned by the Lord Chancellor, Lord Chief Justice and the Judicial Appointments Commission. The 'Judicial Diversity Strategy' has been jointly agreed with the Lord Chief Justice and Chairman of the Judicial Appointments Commission. It aims to ensure a judiciary of the highest calibre, drawing candidates from the widest possible pool of available talent. The strategy sets out how the independent Judicial Appointments Committee (with its statutory duty to encourage diversity in the range of people available for selection for appointments), the MOJ and the judiciary are working together to increase judicial diversity.
- The **Youth Justice Board:** recognising the diversity of backgrounds of its clients, is in the process of developing a diversity strategy to meet the varied needs of children and young people, for example, through provision of training and guidance, commissioning of services and monitoring of performance and workforce trends. Youth Offending Teams have also produced 'Youth Justice

System Race Action Plans' setting out how they and local partners will address unfair race disproportionality.

- **Crown Prosecution Service:** the ethnic proportion of the CPS work force has increased significantly over the past 7 years, such that 15.2% of staff overall are of BME origin and over 10% of Chief Crown Prosecutors are of BME origin. The scale of progress has been positively noted in recent external reviews and inspections including Her Majesty Crown Prosecution Service Inspectorate and the CPS Capability Review (June 2007)
- **Serious Fraud Office:** the percentage of black and minority ethnic staff employed by the SFO has increased from 22% to 26% since December 2006. SFO has undertaken a range of measures linked to diversity issues, including the successful launch of an interactive Diversity e-learning module which has been well received by staff.

Next steps: Government's Response to the Home Affairs Select Committee

5.11 On 15 June 2007, the Home Affairs Select Committee published its major and wide-ranging '*Report on Young Black People and the Criminal Justice System*'. It takes an in-depth look at where we are now on questions of race and makes 88 separate and specific recommendations about how to reduce disproportionalities affecting BME communities, covering everything from mental health treatment, tackling gangs and better data collection through to better use of television and radio to communicate with BME communities. The Government published its response to the Home Affairs Select Committee Report on 18 October 2007. The response describes the work already underway across Government to tackle the issues highlighted by the Committee, and signals its commitment to build on this progress. In December 2007, the Government will publish details on how existing and planned work in this area will be delivered and monitored.

6. HATE CRIMES

6.1 Despite the efforts that are underway, this remains an area where more data is required. The police estimate a significant amount of hate crime goes unreported by the public. We do know that nationally 2% of assaults without injury recorded by the police in 2006/2007 were racially or religiously aggravated¹³. Recent tragic and high profile hate crimes aimed against the lesbian gay bisexual and transgender community, such as the Soho bombing and the murder of Jodie Dubrovny have underlined further the importance of tackling this issue. A recent Equalities Review has highlighted the fact that in particular 'trans people fear for their safety'¹⁴. Tackling hate crime is therefore important not only to prevent tragic crime but also to ensure that all people can feel secure and safe in their communities.

What is being done?

6.2 Good progress has been made in responding to hate crime, both in terms of legislation and practice. The Strategic Plan aims to build on this progress whilst acknowledging there are still challenges, especially because under-reporting makes it difficult to assess the scale of the problem in this very important and difficult area.

New Legal Protection

6.3 As set out in the Crime Strategy and its EIA, in the aftermath of the events of September 2001, the Government felt that it was important to act swiftly to protect those who risk assault or abuse because of their religious beliefs. The Anti-Terrorism Crime & Security Act 2001 therefore created new religiously aggravated offences. These afford the same protection against violence to religious groups, such as Muslims and Christians, as already existed for racial groups, which the courts had already deemed to include Jews and Sikhs. These new offences carry the same higher maximum penalties as their racially-aggravated counterparts.

6.4 Additionally, there is a statutory duty on sentencers, where a court is considering any offence other than the specific racially or religiously aggravated offences outlined above, but where there is nonetheless evidence of a racist or religious element in the commission of a crime, to consider that element as an aggravating factor and also to publicly state in court that it is an aggravating factor.

Implementation

6.5 The recommendations of the 'Report of the Race for Justice Task Force' are being implemented across all equality strands and not simply race, so as to include crimes against all those who suffer hate crimes, including: lesbian, gay, bisexual, transgendered persons, the disabled, belief and non- belief groups. The following actions are being taken as part of the Criminal Justice Strategic Plan and are summarised in the Plan:

¹³ Crime Strategy EIA

¹⁴ Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination

- development of national occupational standards on handling hate crime cases
- developing practice guidelines and minimum standards for police forces on handling hate crimes
- developing training for the judiciary on handling hate crime cases
- introducing a portal to facilitate the on-line reporting of hate crimes
- developing a common definition of hate crimes for monitoring across all Criminal Justice agencies
- Hate Crime Panels that involve the local community are going to be rolled out nationally
- establishing a Victims' Fund for groups working with victims, and potential victims, of hate crimes.

Action from individual agencies

6.6 As stated in its response to the 'All-Party Parliamentary Inquiry into Anti-Semitism', the Government is working with police forces to identify better and more consistent ways of collecting and managing data on all hate crimes. This should be in place by 2008-09.

6.7 The CPS has put in place a range of policies informed by local communities to address racist and religious crimes, homophobic crime, as well as disability hate crime. Prosecutors have been trained in handling these crimes. Performance measures have been set. The CPS also has a 'Policy for Prosecuting Cases of Homophobic and Transphobic Crime'. It is supported by local area coordinators and training.

7. GENDER

7.1 There remain disparities in terms of gender, which the Criminal Justice System aims to address. Women are disproportionately likely to be victims of certain crimes. There are disparities in the treatment of female offenders. There are also differing employment rates in the Criminal Justice System itself.

Crimes women suffer disproportionately

- Some 23% of women will be subject to sexual violence or rape in their adult life. This compares to a figure of 3% for men according to British Crime Survey data¹⁵
- Domestic Violence is a serious violent crime. It comprises 17% of all violent incidents in the UK¹⁶. About 1 in 4 women and 1 in 6 men have been a victim of domestic violence since the age of 16¹⁷. 89% of those suffering four or more attacks are women and women were likely to suffer greater injury and be classed as repeat victims. On average two women a week are killed by a partner or former partner¹⁸

What is being done to tackle domestic and sexual violence against women?

7.2 As part of the *Justice for All* PSA target, the Strategic Plan places a particular focus on the most serious offences. LCJBs will be expected to focus on improving performance on more serious sexual or violent offences such as rape. At national level, a range of actions to improve the investigation and prosecution of rape was set out in the cross-government Action Plan on Sexual Violence and Abuse published in April 2007. A new set of performance measures to monitor rape investigation and prosecution has been established. Specialist officers and specialist rape prosecutors are now operating across most of England and Wales and national training programmes are being rolled out. All police force areas have developed an action plan to be delivered in partnership with the CPS and other agencies.

7.3 As the Strategic Plan sets out, tackling domestic violence is also a priority across Government. It is driven forward through the "Domestic Violence National Delivery Plan" coordinated by the Home Office. Multi-Agency Risk Assessment Conferences (MARACs) meet in many areas to respond to victims of domestic violence and prevent repeat victimisation. This is supported by the Specialist Domestic Violence Court (SDVC) programme: courts involved in the programme work strategically with local statutory and voluntary partners and may alter their listing arrangements to cluster and/or fast-track domestic violence cases. Magistrates receive specialist training to understand the context in which domestic violence cases arise. In April 2007, there were 64 SDVCs.

¹⁵ British Crime Survey 2004-05

¹⁶ Crime in England and Wales 2004-05

¹⁷ Domestic Violence, sexual assault and stalking: Findings from the British Crime Survey.

¹⁸ Coleman K, Hird C. Povey D. 2006 Violent Crime Overview , Homicide and Gun Crime 2004-05.

7.4 A key component of the Strategic Plan is giving victims the confidence that they will be supported if they come forward. There are now Independent Domestic Violence Advisor services in the 64 SDVCs. There is also a programme of Independent Sexual Violence Advisors with 38 such advisors to support victims of sexual assault and rape across England and Wales. The number of Sexual Assault Referral Centres has increased from 5 in 2001 to 19 in 2007. Further centres are under development and there will be 36 by the end of 2008-09. Through the Victims Fund, we also provide funding for voluntary organisations to support victims of sexual violence.

7.5 In support of this programme, the CPS is developing a strategy for responding to crimes of violence against women. This will provide an overarching framework for handling such crimes. The CPS was rated as the highest scoring Government Department by the 'End Violence Against Women Campaign' in 2006.

What is being done to improve the treatment of female offenders?

Women's Offending Reduction Programme

7.6 In March 2004 the Government launched the Women's Offending Reduction Programme (WORP). This programme tackles female offending specifically and aims to reduce the number of women in prison. WORP encourages joint working to tackle the range of factors that impact on why women offend. It focuses on improving community-based services and providing interventions that are better tailored for women in order to support greater use of community disposals rather than short prison sentences. A major achievement has been the setting up of the Together Women Programme (TWP) demonstration projects in the North West and Yorkshire & Humberside using the £9.15 million allocated in March 2005. The TWP is developing and testing out an integrated approach to routing women to appropriate services to meet their needs at various stages of their offending history, from prevention and diversion from custody through to resettlement on release.

Corston Report

7.7 However, recognising there is more to do to meet the specific needs of women offenders, Government commissioned a major review of women with particular vulnerabilities in the Criminal Justice System, led by Baroness Corston. The Corston Report was published in March 2007. It highlighted the fact that women have historically been marginalised in a prison system designed for, and largely populated by, men. Women commit a different range of offences to men, they commit more acquisitive crime and have a lower involvement in serious violence. Drug addiction plays a disproportionate part in female offending and mental health problems are more prevalent than in male prisons. Proportionately more women than men are remanded in custody¹⁹.

Government's Response to Corston Report

¹⁹ The Corston Report: a review of women with particular vulnerabilities in the criminal justice system

7.8 Government's response to the Corston Report was published on 6 December 2007. In developing the Government's response, Baroness Corston's proposals have been explored with the departments and agencies concerned and the Government's response sets out the commitments that have been agreed to take the recommendations forward. Nearly all of Baroness Corston's recommendations have been accepted. An Inter-Ministerial Group will provide the governance for taking forward Baroness Cortson's recommendations, and Maria Eagle MP will be responsible for women and criminal justice matters, providing the 'champion' function which Baroness Corston recommended. The Government's response will also include responding to Lord Carter's recently published recommendations in respect of women offenders contained within his Review '*Securing the Future: Proposals for the Sustainable and Efficient use of Custody in England and Wales*'.

Mental health and drug misuse

7.9 The Strategic Plan recognises the importance of addressing drug misuse and mental health issues. There is a much higher prevalence of mental disorder among offenders than within the general population. To improve mental health assessment and referral, Government is developing stronger joint structures and an agreed good practice approach between the Criminal Justice System and the National Health Service. The National Offenders Health and Social Care Strategy, to be published in spring 2008, will support the delivery of health and social care services in the line with NHS and Social Care Standards, for people at any point in the Criminal Justice System. The Strategy will promote better access at all points in the criminal justice process, to evidence-based, effective, mental health services including early interventions, assessment, treatment and ongoing support. The Strategy also describes work underway to pilot an audit "checklist" to help local Criminal Justice System agencies and mental health services in England to develop good practice in dealing with mentally disordered offenders.

7.10 The Strategic Plan also highlights the role that the Criminal Justice System can play in helping to tackle drug misuse related offending, such as through problem solving courts which bring together specialist expertise and may cluster their work in specialist lists. Pilot drug courts at Leeds and West London Magistrates Courts were launched in 2005 and these will be independently evaluated in 2007 to inform decisions on further rollout of this model.

7.11 The Secretary of State for Justice, as part of the response to Lord Carter's review of prison, has commissioned a review of diversion from prisons to be conducted by Lord Bradley with the following terms of reference: "To examine the extent to which offenders with mental health problems or learning disabilities could, in appropriate cases: be diverted from prison to other services; the barriers to such diversion; and to make recommendations to government, in particular on the organisation of effective court liaison and diversion arrangements and the services needed to support them. The review would aim to complete its work by June 2008, having consulted widely, including, in particular, professional bodies and service providers."

Employment

7.12 As set out in section five, the Criminal Justice Departments support delivery of the cross-government Equality PSA target. All departments have diversity policies. More women are now being employed across the Criminal Justice agencies or work as independent practitioners (examples in table below). The CPS has led the way in furthering gender equality and the proportion of women in the CPS has now increased to 66% (see table overleaf).

Agency	1998-99 % of workforce female ²⁰	2005-06 % of workforce female
Police	16%	21%
CPS	48%	66%
Probation	55 %	66%
Prison Service	29%	34%
Youth Justice Board	N/A	42%
Judiciary	10%	25% ²¹
Magistrates	49%	50%
Legal Profession	26%	42.5%
Solicitors		
Magistrates Court staff	70%	Footnote ²²
Crown Court staff	68%	
Forensic Science service	N/A	58%
Independent Monitoring Board (formerly Board of Visitors)	46%	48%
Parole Board	34%	41%

8. DISABILITY

8.1 Because of methodological issues, it is difficult to ascertain from the British Crime Survey whether there are any differentials in rates of victimisation based on disability. However data about victims' perceptions is available. Previous research by Mencap indicates that 9 of 10 people with learning disabilities report harassment as a feature of everyday life.²³ Findings from the British Crime Survey 2005-06 show confidence in the Criminal Justice System was higher among those without a

²⁰ These statistics are drawn from the latest published s.95 statistics and will therefore span a range of times within the mentioned years depending on when individual agencies collected their data. It is not a comprehensive list, nor will it be as up to date as data individual agencies hold but is rather intended as an illustration of the progress being made at a strategic level across a wide variety of agencies. For more information please refer to section 95 data.

²¹ This statistic is drawn from the Judiciary of England and Wales website not the s.95 Statistics and refers to the 1st April 2007.

²² This information is no longer available in the s.95 statistics.

²³ Mencap (1999) 'Living in Fear'

disability or illness than those who reported that they had a limiting disability or illness, across all areas of the Criminal Justice System .

8.2 As well as ensuring equal treatment, the Criminal Justice System must ensure that disabled victims, witnesses and other users of the Criminal Justice System as well as its employees, are not unfairly discriminated against in terms of facilities available and access to them.

A Criminal Justice System supportive of the disabled and vulnerable and intimidated witnesses

8.3 In 1998, the report '*Speaking up for Justice*' made 78 recommendations to improve the treatment of vulnerable or intimidated witnesses within the Criminal Justice System. The majority of the measures were implemented by July 2002. Those recommendations that required legislation were legislated in the 1999 Youth Justice and Criminal Evidence Act. A later independent evaluation report, '*Are Special Measures Working?*'²⁴ found that vulnerable or intimidated witnesses felt better assisted than before the Youth Justice and Criminal Evidence Act 1999 measures were implemented and that one third of witnesses would not have been willing to give evidence if special measures had not been available. However the report also found that the police were not able to identify those witnesses with mental health or learning disabilities as needing special measures as easily as they could identify the special needs of children or victims of sexual abuse. The Office for Criminal Justice Reform is currently taking forward work aimed at improving identification of the needs of vulnerable or intimidated witnesses.

Protecting witnesses

8.4 As set out in the Strategic Plan, we have established the Central Witness Bureau to support police forces in providing witness protection. We have set up the National Witness Mobility Service, safely re-housing witnesses and their families in around 500 cases involving some 1500 individuals over the last three years.

Helping to ensure the Criminal Justice System supports disabled people and those with learning difficulties in court

8.5 We continue to support vulnerable or intimidated witnesses in court, for example through using video recorded statements, giving evidence by live link from outside the court room and providing screens round the witness box so the witnesses cannot see the defendant.

8.6 Specialist witness intermediaries in eight pilot areas have successfully helped people with disabilities or with learning difficulties communicate and give best evidence to the police. The scheme will be rolled out across England and Wales from 2007.

²⁴ Are special measures working: evidence from surveys of vulnerable and intimidated witnesses.

8.7 The CPS announced a 'Disability Hate Crime Policy' earlier this year which is now under implementation (see hate crime section).

Respecting the dignity and needs of vulnerable and disabled offenders

8.8 As set out earlier, in respect of offenders with special needs in relation to mental health, the Strategic Plan's overall vision for mental health is for an end to end system of assessment and to aid in this an audit 'checklist' is being piloted to help local Criminal Justice and mental health services develop good practice.

8.9 The Department of Health is working with the Care Services Improvement Partnership and colleagues in Health and Social Care on a programme to raise awareness of the care and treatment of vulnerable offenders, including older prisoners and prisoners with disabilities. This aims to introduce GP registration for prisoners in order to improve the sharing of health information within and between the HM Prison Service, Primary Care Trusts and Local Authority adult social care departments, and to support the continuity of care on release.

What is being done to ensure opportunities for disabled people?

8.10 Government introduced the Disability Discrimination Act 2005 which placed a statutory duty on the public sector to promote equality of opportunity for disabled people ('the Disability Equality Duty') and make reasonable adjustments to meet their needs. From December 2006, key public authorities including government departments, are required to publish Disability Equality Schemes setting out how they will implement the duty. Furthermore, as set out earlier, all Departments support delivery of the cross-government Equality PSA.

Ensuring Physical Access

8.11 Public authorities must make "reasonable adjustments" to ensure that disabled people can access facilities, services and premises. There is ongoing construction and adaptation work being carried out across the Criminal Justice System to ensure that this duty will be met. In light of this, a new role has been created a Departmental Disability Advisor (DDA). The DDA responds to requests from local areas or trade unions and visits a variety of Criminal Justice buildings, principally courts and tribunals, and compiles reports on how easy they are to access for disabled people. The DDA also advises on compliance with the law. There are also Disability Networks for employees with disabilities to join which can help to spread best practice and also alert employers to any inadvertently created risk of discrimination.

9. AGE

Older people

9.1 In the BCS 2006-07 older age groups were more likely than younger groups to believe that the crime rate in the country had risen in the previous two years. For example, 49% of women aged 65 to 74 years and 46% of those aged 75 and over thought crime levels had risen a lot compared with 23% of women aged 16 to 24. A 2002 Age Concern survey 'Fear of Street Crime among Older People' found that a sense of vulnerability increased with age. The frail elderly can be vulnerable to acquaintance crime²⁵.

What is being done?

Public confidence

9.2 Much is being done to reduce fear of crime in line with falling crime rates. The Strategic Plan sets out Government's approach to ensuring highly visible neighbourhood policing in local communities. Police numbers have risen to record levels and Police Community Support Officers have been introduced to support the rollout of neighbourhood policing. The new cross-CJS Community Engagement Strategy will bring together all strands of community engagement work and support delivery of the *Justice for All* PSA target on improving public confidence.

9.3 The CPS is currently developing a public policy statement on crimes against the older person which will be subject to public consultation with the aim of the policy coming into effect from April 2008 onwards.

Supporting offenders

9.4 As set out above, the Department of Health is working with the Criminal Justice system on a programme to raise awareness of the care and treatment of vulnerable offenders, including older prisoners and prisoners with disabilities.

Younger people

9.5 Young people are more likely to be victims of stranger crime²⁶ as well as requiring protection from crimes of child abuse. Men and women aged 16 to 24 were considerably more likely to perceive high levels of anti-social behaviour than any other age group (21% and 29% respectively). Those aged 75 years and over were least likely to perceive high levels (6% of men and 5% of women). Young people are particularly subject to repeat victimisation for violent crime²⁷. We need to

²⁵ Crime Strategy EIA

²⁶ British Crime Survey

²⁷ The Victimization of Young People: findings from the Criminal Justice Survey 2003.

recognise the risk that some young victims of crime may go on to be involved both in offending and further victimisation²⁸.

Protection for younger people in legislation

9.6 The 2003 Sexual Offences Act provided the UK with some of the most comprehensive legal protection for children anywhere in the world. On 13 June 2007 the Home Office published a 'Review of the Protection of Children from Sex Offenders' with proposals to improve the protection of children from sex offenders, ranging from bringing in new laws and strengthening guidance, to providing more information about convicted child sex offenders to the public

Supporting young victims and witnesses

9.7 The Strategic Plan places a strong emphasis on service and support to victims and witnesses, especially vulnerable or intimidated witnesses, which includes children, through measures such as video recorded statements. As the Plan sets out, work continues with LCJBs to improve children's experience and interaction with the Criminal Justice System through developing toolkits that meet the needs of children and the local environment, complementing what is already in place. We are consulting on further ways to improve the criminal trial process for young witnesses.

Tackling youth crime and anti social behaviour

9.8 The Crime Strategy announced the development of a cross-government *Youth Crime Action Plan* to be published in spring 2008 which will set out the Government's approach to youth crime and justice from early intervention and prevention through to reducing re-offending. As the Criminal Justice Strategic Plan sets out, the Criminal Justice System sits at the centre of this wider strategy. There are a range of measures underway to improve the efficiency and effectiveness of the Criminal Justice response to youth crime, such as:

- the development of a Neighbourhood Policing Youth Toolkit to improve the combined police/YOT response to crime;
- testing a restorative approach to first time, minor offences by young people;
- intensive work with young offenders on the cusp of becoming prolific offenders; and
- providing robust community-based alternatives to custody.

9.9 Legislation has also laid the backdrop for action against anti-social behaviour of which young people are often the victims as well as sometimes the perpetrators. Legislation such as the Crime and Disorder Act 1998 has provided tools for local communities to use against anti-social behaviour.

²⁸ The links between victimisation and offending. Edinburgh study of youth and transitions, No 5, University of Edinburgh.

9.10 There has been a fresh drive to increase take up of Individual Support Orders and other supportive interventions. Government will continue to support the work of YOTs and children's services initiatives such as Targeted Youth Support to intervene earlier with young people and prevent them from entering the Criminal Justice System through effective preventative activity. The Strategic Plan sets out an approach which combines effective restorative interventions at the pre-court stage and simple, swift but fair criminal justice processes. The Government will respond robustly to persistent offending and the most serious offences.

9.11 To address the specific problem of violence by criminal gangs in some areas²⁹, a new national unit has been set up to run a tackling gangs action programme, overseen by a ministerial taskforce chaired by the Home Secretary. The programme includes covert operations against targeted gang members and safe houses for victims and witnesses and those seeking to leave gangs, including greater witness protection.

²⁹ Neighborhoods in parts of London, Liverpool, Greater Manchester and Birmingham.

10. SOCIOECONOMIC & GEOGRAPHICAL LOCATION

10.1 Crime statistics show that crime is not evenly distributed across England and Wales. Whilst geographic patterns and concentrations of offences vary across crime types, crime rates tend to be higher in urban and deprived areas. The risk of being a victim of crime was higher than the national average in 'hard pressed' ACORN³⁰ areas, for example, ten percent of households in these areas had been a victim of vehicle theft in the 2006-07 BCS, compared with 7 % of households nationally. In contrast, the risk of being a victim of crime was lower than the national average in 'wealthy achiever' areas³¹.

10.2 The 2006-07 BCS also showed that a higher proportion of people living in urban areas had high levels of worry about burglary, car crime, or violent crime compared with the proportion in rural areas. For example, 19% of people in urban areas had a high level of worry about violent crime, compared with 10% of people in rural areas. Overall 20% of people living in 'hard pressed' areas had a high level of worry about car crime, compared with 13% nationally, while 31% of people living in 'hard pressed areas' perceived there to be a high level of anti-social behaviour in their area compared with an average of 18%³².

What is being done to tackle these problems?

10.3 Many of the measures to tackle these problems have already been outlined such as increased police numbers, neighbourhood policing and anti-social behaviour measures, community consultation about local priorities and concerns, specific measures to tackle gangs in some areas. Central to the Strategic Plan is a move to support Local Criminal Justice Boards and enable them to respond more flexibly to local priorities and needs, within the national vision provided by the framework of the Criminal Justice Strategic Plan and national targets.

Neighbourhood Policing

10.4 We know that the public feel that more police officers on the street will make them feel safer (Allen 2006). Overall police numbers have risen dramatically over the last few years. The style of policing, as well as sheer numbers, is also crucial to making people feel safe in their communities. The government set out its commitment to neighbourhood policing in the White Paper *Building Communities Beating Crime*. By 2008, every community in England and Wales will benefit from dedicated, highly visible neighbourhood policing teams, led by police officers and supported by Police Community Support Officers and Special Constables. Neighbourhood policing aims to do much more than provide a visible anonymous presence. Police aim to be familiar faces and an integrated element of the community that makes the communities' concerns their priorities.

³⁰ ACORN is the leading geodemographic tool used to identify and understand the UK population

³¹ Crime Strategy EIA

³² Crime Strategy EIA

Community Justice

10.5 The Community Justice vision is about the court engaging with the local community and working in partnership with the range of criminal justice agencies, support services, voluntary organisations and community groups to solve the problems caused by offending in the local area. There are currently two models of community justice, launched in autumn 2005:

- Salford Community Justice Initiative - the first project to deliver community justice principles within a mainstream Magistrates' Court.
- The Community Justice Centre, North Liverpool - the first community Justice centre in England and Wales

10.6 Building on the lessons learnt in Liverpool and Salford, the Community Justice Programme is now expanding the concept to 11 new areas across England and Wales. Each area was selected using an intelligence-based approach utilising indices of crime, social deprivation, diversity and confidence as well as the need to ensure that Community Justice is tested in socially diverse areas of the country. These new projects will inform wider roll out in the magistrates' courts.

Justice Awards

10.7 In addition to the specific policy measures outlined, the Criminal Justice System seeks to recognise and reward, through campaigns such as the Justice Awards, individuals and organisations who deliver excellence in service to all, particularly those who are innovative in responding to the diverse needs of particular societal groups. We have included case studies from some of these awards within our Strategic Plan.

11. MONITORING AND COMMUNICATION

11.1 The individual Departments or Agencies in the Criminal Justice System have responsibility for ensuring that their policies and programmes are subject to Equality Impact Assessment. Officials in charge of each policy area are themselves responsible for ensuring that EIAs are carried out and a list of individual policies and programmes mentioned in the Plan and their EIA status is attached at Appendix C. However at a high level, the overall impact of the Criminal Justice Strategic Plan will be monitored. This will be done alongside the arrangements for monitoring the delivery of the *Justice for All* PSA target which include monthly PSA target performance reports to senior officials and Criminal Justice Ministers and annual published reports on performance against PSA targets. A summary of key actions underway, listed by equality strand, is attached at Appendix A.

Ensuring Consistency

11.2 The Ministry of Justice has established an official-level Equality Impact Assessment Working Group to support the Ministry in: (i) the consistent screening and assessment of policies, services and functions for equalities purposes and (ii) its compliance with current equalities legislation and good practice. The Group's primary aim is to research and co-ordinate development of a consistent approach to EIAs across Ministry of Justice business areas, including relevant agencies and associate bodies, including the Office for Criminal Justice Reform. The review reports in March 2008 and members of the review group were consulted in the preparation of this EIA.

Communicating the plan itself

11.3 The Plan was published as a Command Paper in Parliament. Hard copies of the plan can be purchased from The Stationery Office. An electronic version can also be downloaded from the www.cjsonline.gov.uk website in Welsh or English. A large-font version and a Braille version are also available upon request. In addition a short explanatory booklet for the public about the Plan can be downloaded in English or Welsh from the website or obtained from OCJR ocjrenquiry@cjs.gsi.gov.uk tel:02070358729

12. CONCLUSIONS

12.1 The Criminal Justice Strategic Plan aims to strengthen the confidence of all in the fairness and effectiveness of the Criminal Justice System and improve services to all those who have contact with it, especially victims. Within the framework of the Plan and its vision and national targets, it focuses on supporting Local Criminal Justice Boards to respond more flexibly to the needs of their local communities in order to respond more efficiently and effectively to the needs of all. We have concluded that the new Criminal Justice Strategic Plan will not have an adverse impact on equality but rather, through its aims and targets, it aims to impact positively on all and particularly on those most vulnerable and reduce the risk of unfair treatment.

APPENDIX A: Action Plan: summary of issues, key responses and next steps

Societal factor	Theme	Issue	Actions
Race	Fear of crime	BME groups have a higher fear of crime than do white groups. ³³ This is despite the BCS suggesting that after accounting for age, there are no overall differentials in rates of victimisation.	Raising public confidence and community engagement are key themes in the Strategic Plan. A Criminal Justice System Community Engagement strategy for 2008-2011 will be developed which will draw together the many different threads of existing work. Neighbourhood policing is already playing an important role in providing reassurance and this will be rolled out to all areas. The £250,000 Race and Confidence Challenge Fund for 2007-2008 will support this. In the CPS a programme of community engagement activity is underway in all 42 Areas and performance is assessed on a quarterly basis.
		BME groups fear racially motivated hate crimes. ³⁴	Hate Crime Scrutiny Panels will be created involving community stakeholders. A common and broad definition of hate crimes has been developed. This will allow monitoring across all agencies. The CPS has trained over 1600 prosecutors in handling of racist crimes and has lead specialists in place in each area.
	Being a suspect or offender	Racial disparities within the Criminal Justice System persist: Black people are seven times more likely to be stopped and searched and at least three times more likely to be arrested than white people.	As part of the <i>Justice for All</i> PSA target for 2008-2011 and to improve government's ability to identify and address race disproportionality a minimum data set on race issues is being developed. A 'basket of indicators' is being introduced to identify key drivers of disproportionality at important points in the criminal justice process.
	Confidence in the fairness of the	BME groups have less trust that Criminal Justice System agencies, will treat them fairly. BME groups have less trust that the Criminal Justice Service respects the rights of the accused. ³⁵	The Government published its response to the Home Affairs Select Committee Report ' <i>On Young Black People and the Criminal Justice System</i> ' in October. The Government will soon publish further details on how existing and planned work in this area will be delivered and monitored.
	Working in the Criminal Justice System	Despite progress, not all CJS agencies yet reflect the community they serve.	The Criminal Justice System Departments support delivery of the cross-government Equalities Public Service Agreement target for 2008 -2011 and have a range of measures in place to build on current progress.

³³ Jonathan Allen (2004), Worry about crime in England and Wales: findings from the 2003/04 and 2004/05 British Crime Survey,

³⁴ Citizenship Survey (2005).

³⁵ Policing and the criminal justice system – public confidence and perceptions: findings from the 2004/05 British Crime Survey;

Societal factor	Theme	Issue	Actions
<i>Disability</i>	Being a victim	People with learning difficulties regularly experience harassment. ³⁶	Over the period of the Strategic Plan for 2008-2011, Government is committed to improving services for victims and witnesses, especially vulnerable or intimidated and those with special needs. Specialist intermediaries in 8 pilot areas have helped people with learning disabilities to give best evidence and this will be rolled out nationally, in phases from end 2007. Tackling hate crime is a priority for the Strategic Plan. The CPS has developed a disability hate crime policy.
	Being a suspect or offender	There is a much higher prevalence of mental disorder among offenders than within the general population.	The Government is developing stronger joint structures and an agreed good practice approach to how we deal with mental health and offending which identifies areas of highest harm or potential impact on which to prioritise action. The Government is piloting an audit 'checklist' to help local and mental health services develop good practice and to allow for an objective measure of cost-effectiveness of good practice in dealing with mentally disordered offenders.
		Disabled offenders may also have special medical and/or special learning needs, which need to be catered for.	The Department of Health is working with the Care Services Improvement Partnership and colleagues in Health and Social Care on a programme to raise awareness of the care and treatment of vulnerable offenders, including older prisoners and prisoners with disabilities. This aims to introduce GP registration for prisoners in order to improve the sharing of health information within and between the HM Prison Service, Primary Care Trusts and Local Authority adult social care departments, and to support the continuity of care on release.
	Access to buildings	Some people with physical disabilities may find it harder to access some agency buildings.	Ongoing construction and adaptation work is underway to ensure that the Government meets its duty to make all reasonable adjustments to public facilities for disabled people.

³⁶ MENCAP (1999) 'Living in Fear', MENCAP; National Schizophrenia Fellowship (2001) 'Give Us A Break – Exploring harassment of peoples with mental health problems.'

Societal factor	Theme	Issue	Actions
<i>Gender</i>	Being a victim	Women experience higher rates of domestic violence and sexual assaults. ³⁷	As the Plan sets out, improving performance on tackling rape and domestic violence is an interdepartmental priority over the period of this Plan: 2008-11. A number of measures are in development to improve performance on the most serious sexual or violent crimes, particularly rape and domestic violence and strengthen measures to support victims, such as increasing the number of Sexual Assault Referral Centres – which will rise to 36 by 2008-09.
	Female offenders	Female offenders disproportionately receive a custodial sentence for non-violent offences, many of whom suffer mental illness and/or a history of domestic violence or sexual abuse. ³⁸	The Government response to the Corston report was published on 6 December 2007. It sets out in detail how the Government will work to reduce women's offending and the disproportionate use of custody. The Strategic Plan also sets out some of the measures that are already underway to support women offenders, including improvements to the assessment and referral for mental health problems and measures the Criminal Justice System can take to support offenders with other underlying problems such as drug misuse.
	Working in the Criminal Justice System	Women are under-represented in the higher ranks of criminal justice agencies, including the police, the judiciary, and the legal profession. ³⁹	The Criminal Justice System Departments support delivery of the cross-government Equalities Public Service Agreement target for 2008 -2011 and have a range of measures underway to build on current progress.
<i>Sexual orientation</i> <i>Transpeople</i> <i>Faith</i>	Being a victim	There is currently limited data available on rates of victimisation for all victims of hate crimes. This is a serious problem for members of many races and religions, for members of the lesbian gay and trans community as well as sufferers of disabilities and those with learning difficulties.	The Government is working with police forces to identify better and more consistent ways of collecting and managing data on hate crimes including homophobic and transphobic incidents and crimes. This should be in place by 2008-09. It is important that such data can be collected in a way that respects privacy and inspires trust. The CPS has developed a 'Policy for Prosecuting Cases of Homophobic and Transphobic Crime'. The Race for Justice Action plan is being implemented across all equality strands and not solely race. The Home Office is working on identifying whether there are differential rates of victimisation by faith. The Metropolitan Police Service has now started to record data on faith-motivated hate crime.

³⁷ Walby, S. and Allen, J. (2004), Domestic Violence, sexual assault and stalking: Findings from the British Crime Survey. Home Office Research Study No. 276. London: Home Office.

³⁸ Women and the Criminal Justice System: A Report of the Fawcett Society's Commission on Women and the Criminal Justice System, 2004.

³⁹ Women and the Criminal Justice System: A Report of the Fawcett Society's Commission on Women and the Criminal Justice System, 2004.

Societal factor	Theme	Issue	Actions
<i>Age – elderly</i>	Fear of crime and being a victim	The frail elderly can be vulnerable to acquaintance crime ⁴⁰	The Strategic Plan places a high priority on measures to improve public confidence and community engagement. The CPS is developing work on tackling crimes against older people which will be subject to public consultation with the aim of the policy coming into effect from April 2008.
	Being an offender	Older offenders and ex-offenders often have special medical needs.	The Department of Health is working with the Care Services Improvement Partnership and colleagues in the Health and Social Care in Criminal Justice team on a programme to raise awareness of the care and treatment of vulnerable offenders, including older prisoners and prisoners with disabilities. This aims to introduce GP registration for prisoners in order to improve the sharing of health information within and between the HM Prison Service, Primary Care Trusts and Local Authority adult social care departments, and to support the continuity of care on release.
<i>Age – young people</i>	Being a victim	Protecting young people.	The Strategic Plan places strong emphasis on enhancing services and support to victims and witnesses especially those with particular needs such as young people. This includes, in those areas affected by street gangs, measures to support young people wishing to leave gangs and also protecting witnesses. A review of the protection of children from sex offenders was carried out in June 2007.
	Youth crime	Protecting young people.	A Youth Crime Action Plan will be published in Spring 2008. A range of measures are underway to support this such as Neighborhood Policing Youth Toolkits to bring the work of police and YOTs closer together, through to specific measures to tackle the problem of street gangs in some areas.
	Confidence in the efficacy of the Criminal Justice System	Perceptions of ASB are higher among the young. ⁴¹	The Anti Social Behaviour approach is working to increase take up of Individual Support Orders, Acceptable Behaviour Contracts and other positive interventions provided by YOTs that help young people to change their behaviour but are accompanied by sanctions if they fail.
<i>Socioeconomic/geographical</i>		All areas have different needs and some suffer from crime disproportionately.	Local Criminal Justice Boards will be supported from the centre in delivering on local priorities that respond to individual local needs. Every community in England and Wales will have a dedicated neighbourhood policing team by April 2008.

⁴⁰ The Comic Relief and Department of Health report, 'UK Study of Abuse and Neglect of Older People; Prevalence Survey.

⁴¹ British Crime Survey 2006/07.

APPENDIX B

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APPENDIX C: EIA Status of individual projects in the Criminal Justice Strategic plan

This table sets out some of the key plans and programmes mentioned in the Criminal Justice Strategic Plan together with the organisation or department responsible for their EIA and the status of that EIA.

Section of Criminal Justice Strategic Plan	Dept/agency	EIA Status
Preface and chapter one		
Crime Strategy Cutting Crime a New Partnership 2008-2011	HO	Complete
Reducing Reoffending Strategic Plan to be published in spring 2008	MoJ	Underway
Youth Crime Action Plan to be published in spring 2008	HO/MoJ/DSCF	To be completed
Chapter two		
Prolific and other Priority Programme	HO	Complete
Drug Interventions Programme	HO	Underway.
New Drug Strategy due to commence April 2008	HO	To be completed
Action Plan on Sexual Violence and Abuse	HO	Complete
New Violent Crime Action Plan	HO	Complete
Domestic Violence National Delivery Plan	HO	To be completed
Specialist Domestic Violence Court	HMCS	Complete
Tackling Gangs Action Programme	HO	To be completed
Youth Conditional Caution	MoJ/DCSF	Underway
Pilot Drug Courts	HMCS	Complete
Community Justice	HMCS	Underway
Mental health strategy	OCJR	Complete
Asset Recovery Plan	AGO/HO	Complete
National Fraud Strategy	AGO	To be completed
Chapter three		
Beacons Approach	OCJR	To be assessed
Community Payback	MoJ	Complete
New CJS Community Engagement Strategy	OCJR	To be completed
Reducing Re-offending Pathway –Accommodation	NOMS	Underway

Reducing Re-offending Pathway – Finance, Benefit and Debt	NOMS	Complete
Reducing Re-offending Pathway – Children and Families	NOMS	Complete
Reducing Re-offending Pathway –Accommodation	NOMS	Underway
Corporate Alliance	NOMS	Underway
Resettlement	NOMS	Underway
Strategic Plan for Reducing Re-offending 2008-11	NOMS	Underway
Offender Health Strategy	NOMS	Underway
Chapter four		
Code of Practice for Victims of Crime	OCJR	Complete
Intermediary Special Measure project	OCJR	Complete
Interpreters project	OCJR	Complete
Witness Charter	OCJR	Complete
New CPS Strategy for Victims and Witnesses	CPS	To be Completed
Conditional Caution (adult)	OCJR	Complete
Chapter five		
CJSSS programme	HMCS	Complete
Legal Aid Reform	MoJ	Underway
Alcohol Strategy	HO	Complete

APPENDIX D: Abbreviations

ACORN	A Classification Of Residential Neighbourhoods
AGO	Attorney General's Office
ASB	Anti-social behaviour
BCS	British Crime Survey
BME	Black and minority ethnic (groups, communities)
CPS	Crown Prosecution Service
DDA	Disability Discrimination Advisor
EIA	Equality Impact Assessment
FTA	Failure to Attend
HMCS	Her Majesty's Courts Service
HO	Home Office
HOCS	Home Office Citizenship Survey
HMPS	Her Majesty's Prison Service
LCJB	Local Criminal Justice Board
MOJ	Ministry of Justice
MARAC	Multi Agency Risk Assessment Conferences
NACRO	The National Association for the Care and Resettlement of Offenders
NHS	National Health Service
OCJR	Office for Criminal Justice Reform
PSA	Public Service Agreement
SDCVC	Specialist Domestic Violence Court
TWP	Together Women Programme
VIWs	Vulnerable and Intimidated Witnesses
WORP	Women's Offending Reduction Programme
YJB	Youth Justice Board
YOT	Youth Offending Team