

## EQUALITY IMPACT ASSESSMENT

**Policy or procedure being assessed:** CPS Direct Inspection Framework

**Date of assessment:** 11 February 2008

**Type of assessment:** Initial

**Assessment undertaken by:** Sue Swindell

**Objectives of the inspection:** The purpose of the inspection is to examine the efficiency and effectiveness of CPS Direct and the quality of service it provides to the police when making pre-charge decisions. CPS Direct operates an out of hours statutory charging service to police forces in England and Wales. A framework sets out the structure and scope of the thematic inspection which will examine six key aspects of its business. These are operational effectiveness, the standard of decisions, performance management, liaison with partners, deployment of resources, and leadership and governance. The framework also sets out the methodology for inspecting the key aspects, which includes gathering data and documents, interviews with key personnel in the police, CPS and CPS Direct, questionnaires and observation, as well as case file examination.

This initial equality impact assessment was undertaken in compliance with the statutory requirements of the Race Relations Act 2000, the Disability Discrimination Act 1995 and the Equality Act 2006. It also assesses on a non-statutory basis the equality impact in respect of sexual orientation, religion and belief, and age.

The assessment has considered whether the scope of what is to be inspected has the potential for discrimination. As part of the scope considers criminal justice casework outcomes we conclude that it does have the potential for discrimination. However, the Crown Prosecution Service (CPS) has undertaken a *full* Equality Impact Assessment (EIA) on statutory charging outcomes, which document is available to the inspection team. The CPS EIA evidences that there is no discrimination. This finding will be reviewed as the inspection progresses.

An initial EIA has also been undertaken in respect of the proposed methodology for the inspection. The process for the selection of the file sample and the criminal justice areas to be visited both have the potential for discrimination.

In order to help ensure that there is no difference in impact, a file sample of concluded cases, including hate crimes (racially or religiously aggravated offences, domestic violence, homophobic offending or disability hate crime)

child abuse, and rape will be selected by consideration of relevant factors including local demographics. The inspection includes criminal justice areas with significant black and other ethnic minority communities.

At this stage it is therefore concluded that there is no need to undertake a *full* EIA of the joint inspection of statutory charging. This will be kept under review as the inspection progresses.