

**CPS Community Accountability Forum  
Transgender Equality Sub Group**

**Monday 21<sup>st</sup> January 2013**

**CPS North West, 1st Floor Sunlight House, Manchester**

**Present**

**External Members**

[REDACTED] GALOP  
GIRES (by Phone)  
Press for Change  
TREC/Manchester LSIP

**CPS Members**

[REDACTED] Equality and Diversity Unit  
LGB&T Network Co-Chair  
CPS Mersey-Cheshire Equality, Diversity and Community  
Engagement Manager

**Apologies**

[REDACTED]

**1 Minutes of the last meeting and action points**

2.3 Minutes of the previous meeting were agreed as an accurate record.

2.4 The following actions were discussed:

- Tranzwiki – [REDACTED] referred members to the website [www.Tranzwiki.net](http://www.Tranzwiki.net)
- Guidance – members satisfied by changes, GIRES have a couple of additions. CPS members need to finalise sections non employment policies and prosecution legislation. [REDACTED] suggested inclusion of a buddy system – [REDACTED] to draft. Members felt case studies should be added to the guidance and addressed in the workshops – [REDACTED] to progress and contact a:gender. Members were concerned about Defence attitudes in prosecutions – [REDACTED] to raise Guidance with the Bar Council.
- Trans Bare All – not been able to contact this group. Stonewall Housing Group – [REDACTED] provided contact details for the CEO.
- Action 12 still stands: [REDACTED] to devise a 'mini workshop' to deliver to key staff e.g. HR Advisors to support

**CPS Community Accountability Forum  
Transgender Equality Sub Group**

implementation of the guidance – [REDACTED] to set date for meeting following publication of the guidance.

**Action 1:** [REDACTED] to contact Stonewall Housing with invitation to National Scrutiny Panel (NSP)

**Action 2:** buddy system reference in the Guidance – [REDACTED] to draft ASAP.

**Action 3:** [REDACTED] to contact a:gender and progress gathering case studies for the Guidance and Workshops

**Action 4:** [REDACTED] to circulate the Guidance when it is in final draft and raise with the Bar Council

**Action 5:** [REDACTED] to devise a 'mini workshop' to deliver to key staff e.g. HR Advisors to support implementation of the guidance – Leona to set date for meeting following publication of the guidance.

**3 Presentation on transphobic hate crime – [REDACTED] CPS North West Hate Crime Coordinator**

3.1 Members welcomed the presentation by [REDACTED] which gave an insight into the process and legal considerations, and an opportunity for members to ask questions.

3.2 GIRES raised the issue of the Law Commission consultation regarding parity in the law in respect of all hate crimes. Members expressed a concern that this does not result in a downward move in relation to sentencing but rather a moving all hate crimes up to the levels of aggravated offences.

3.3 Members raised the concern of whether all parts of the criminal justice system understood transphobic hate crime and its impact, including scenarios where there is no specific language used but communities are targeted for e.g. theft.

3.4 Members would like more information on the paperwork and acronyms used in the prosecution process in advance of the NSP.

**3 Consultation on cases involving communications via social media**

3.1 Members were encouraged to respond to the consultation, especially in respect of transphobic hate.

**CPS Community Accountability Forum  
Transgender Equality Sub Group**

**4 National Scrutiny Panel (NSP) Development**

4.1 Discussion took place on the development of the panel scheduled to take place on 5<sup>th</sup> March 2013 chaired by DPP [REDACTED]. Discussion included:

- Membership so far – [REDACTED] updated members on the responses. Members reminded that a letter confirming a CRB check is in place from their employer will suffice.
- Youth representation – members concerned no response has come from Mermaids. In-Trust have youth representation, but members suggested making contact with Queer Youth Network London and NUS LGB&T elected officers
- Case selection – members would like cases to be from past 12 months but have the chance to consider historical cases e.g. murders. Members want 'low-level' cases to be looked at [REDACTED] suggested comparing decisions in past cases with new guidelines to look at whether decisions would be different before the meeting. Members were keen to see all cases of transphobic hate crime in the period with outcomes. This will be considered when we have an indication of volume.
- Presence of prosecutor – generally members did not object to a prosecutor attending NSP to walk through the cases, as long as the case was not from their area.

**Action 6: [REDACTED] to contact potential NSP members**

**Action 7: [REDACTED] to inform members of the approach to case selection by email**

**Action 8: [REDACTED] to meet and discuss NSP process**

**Action 9: Members to email [REDACTED] ASAP if there is any priority areas they feel should be looked at in the NSP**

**5 Proposals for CAF: Taking Transgender Equality Work forward**

5.1 Members discussed and agreed the following proposals for CAF:

- **The CPS progress workshops on transgender equality in both employment and prosecutions in 2013/14**
- **The CPS ensures the new IT contract supports both transphobic hate crime monitoring and also issues around transitioning at work**
- **The CPS undertake a review of transgender equality management guidance and workshops supported by an external partner to consider effectiveness and impact on culture change**

**CPS Community Accountability Forum  
Transgender Equality Sub Group**

**Action 10: [REDACTED] to draft these proposals for submission to CAF in March 13.**

**6. AOB & Close**

**6.1 [REDACTED] thanked all members for their support and commitment to the sub-group.**

**Action List**

**Action 1: [REDACTED] to contact Stonewall Housing with invitation to National Scrutiny Panel (NSP)**

**Action 2: buddy system reference in the Guidance – [REDACTED] to draft ASAP.**

**Action 3: [REDACTED] to contact a:gender and progress gathering case studies for the Guidance and workshops**

**Action 4: [REDACTED] to circulate the Guidance when it is in final draft and raise with the Bar Council**

**Action 5: [REDACTED] to devise a 'mini workshop' to deliver to key staff e.g. HR Advisors to support implementation of the guidance – Leona to set date for meeting following publication of the guidance.**

**Action 6: [REDACTED] to contact potential NSP members**

**Action 7: [REDACTED] to inform members of the approach to case selection by email**

**Action 8: [REDACTED] to meet and discuss NSP process**

**Action 9: Members to email [REDACTED] ASAP if there is any priority areas they feel should be looked at in the NSP**

**Action 10: [REDACTED] to draft these proposals for submission to CAF in March 13.**