



Ministry of  
**JUSTICE**



# Race Equality Scheme

Our plan for making our services as fair and as easy to use as possible for people from all different backgrounds and cultures

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## Who is this plan by?

We are the **Ministry of Justice**. We are part of the Government. We are in charge of things to do with the law and the courts. For example, things like



- prisons



- courts



- probation services. People sometimes go on probation if they have committed a crime. A probation officer works with the person on probation



- tribunal services. Tribunals look at decisions to do with things like immigration, taxes and work. For example, employment tribunals look at how people have been treated by their employer and decide if the employer has broken the law



## What is this plan about?

This plan tells you about the things we will do in the next **3** years to make our services as fair and as easy to use as possible for people from all different backgrounds and cultures.

We want **everyone** to be treated in a good and fair way when they



- use our services – things like courts, tribunals probation services and prisons



- work for us



- are part of our work

We think it is very important that these things happen.



## What does different backgrounds and cultures mean?

People come from all different backgrounds and cultures.



A person's background and culture is about lots of things, like where they and their family come from, the language they speak, the culture they come from and the colour of their skin.



Here are some examples of people from different backgrounds and cultures

- Asian people
- Polish people
- African people
- Caribbean people
- Irish people
- Chinese people



A law called the **Race Relations Amendment Act 2000** says that our services have to be as fair and as easy to use as possible for people from all different backgrounds and cultures.

## How we made this plan

We made this plan after talking to different groups of people to find out



- what they thought about our services
- what they thought about working for us
- what they thought should be in this plan



## How we will make this plan work

We will keep checking this plan each year to see

- how well it is working
- if we need to change anything



## What we want this plan to do

We want to use this plan to

- help people from all different backgrounds and cultures trust the justice system. The justice system is things like the law, courts and prisons

## We also want to



- make sure our services are good and easy for everyone to use



- make sure people are happy with the information we give them about our services



- help people from all different backgrounds and cultures to work for us and to get better jobs with us



- make sure everyone doing the same type of work gets paid the same money for that work

## We will also make sure



- we only buy things we need for our work from groups who treat people from all different backgrounds and cultures in a good and fair way



- where we can, we will make the information we give people easy for them to understand



- we only work with other groups in the community who treat people from all different backgrounds and cultures in a good and fair way



- the people who work for us get training so they know about how to treat people from all different backgrounds and cultures in a good and fair way



We learned a lot from talking to different groups of people who work for us or use our services. They helped us to write this plan.

## What we will do for people who use our services



### Hate crime

When someone commits a crime against someone else because that person comes from a different background or culture, or if that person is different from them, this is called a hate crime.

We need to work hard so we can deal with hate crimes in a better way.

### We need to



- make sure we treat people in the same way in all parts of the country who are victims of hate crime or who have committed a hate crime



- keep good information about hate crimes



- have better training for the courts and judges



- help victims of hate crime

## **People who are more likely to go to court and prison**



Certain groups of people are more likely to end up in court or go to prison than others.

For example, black and Asian people are more likely to end up in court or go to prison.

We need to do more to know why this happens.



We also need to be better at keeping records about people's backgrounds and culture so we can see if this changes in the future.

## **Looking after people who commit a crime and go to prison**



We look after people when they go to court and when they are in prison. The probation service works with people after they leave prison to help them stop committing another crime.

Some people from different backgrounds and cultures do not trust the justice system. They do not think the courts and prisons will treat them in a good and fair way.



We are trying out some ideas to see if we can make things better for people from different backgrounds and cultures in the justice system.



### **Working for the Ministry of Justice**

We asked staff to fill in a survey. We asked them questions about what it was like to work for us.

The 2 main things staff said were that



- they need more help and support so they can get better jobs with us
- we need to be better about how we keep records about people from different backgrounds and cultures



## **We need to be better at**

- giving staff the training they need
- helping staff who work part-time to get training
- trying out new ideas. For example, sometimes it is better to learn new things from someone else instead of going on a course



- helping staff report bullying and harassment. Bullying and harassment can be things like hurting someone, saying nasty things to them, leaving them out of things or phoning or emailing them all the time when they do not want this to happen

## Getting more people from different backgrounds and cultures to take part in public life

Public life is things like voting, being an MP, being on your local council and so on.



We are looking at different ideas for getting more people from all different backgrounds and cultures to take part in voting in elections.

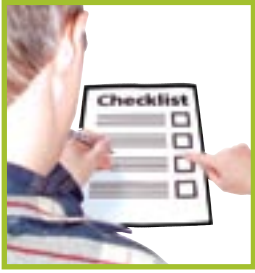


Voting is things like when you choose who you want to be your local MP or the next Government.

We are talking to people about having elections for MPs and local councils at the weekend.



We want to see more people from all different backgrounds and cultures become judges and magistrates in courts and MPs in Parliament.



## Checking our work

We will check all our new rules and ways of doing things to make sure they will be good and fair for people from all different backgrounds and cultures.



## Other things we will do

As part of checking our services and the way we treat our staff, we will look to make sure we are treating everyone in a good and fair way.

This will help us to show how we are meeting the needs of everyone who uses our services or works for us.



We have made some special plans called **equality action plans** to help us make changes and check how well we are doing.

It will be clear whose job it is to check the equality action plans to see how well they are working.



We will check to make sure that any new policies and any new work we do will be good and fair for people from all different backgrounds and cultures. Policies are rules or ways of doing things.



We will keep an up to date record about how this work is going.

You can get a copy of this plan in large print (large writing). If you need it in other formats, please ask us.

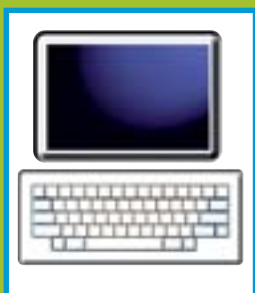


## **Please contact**

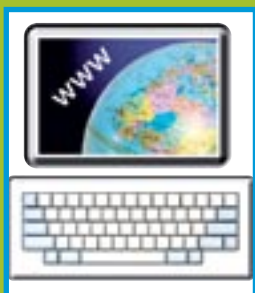
Dawn Bennett or Yvonne Dowie-Shosanya  
Equality, Diversity and Human Rights Division  
Pillar 2.21, 2nd Floor  
Ministry of Justice  
Selborne House  
54 Victoria Street  
London  
SW1E 6QW



**Telephone** 020 7210 2614 or 020 7210 2640



**Email** [equalityschemes@justice.gsi.gov.uk](mailto:equalityschemes@justice.gsi.gov.uk)



**You can also look at our website at**  
[www.justice.gov.uk](http://www.justice.gov.uk)

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