

**Programme on “Strengthening the Rule of Law in the Arab States – Project on Modernization of the Public Prosecution Offices”**

**Second Regional Conference**

**Kingdom Of Morocco**

**Rabat, 24 – 25<sup>th</sup> February 2006**

**Crown Prosecution Service - Prosecution College**

Like all prosecution agencies we hold a significant position in the criminal justice system. We have a position as we are responsible for determining the charge at the outset from the police. Our responsibility and power has increased dramatically over a number of years. We now hold a gatekeeper and quality role ensuring that the right cases are charged, the right charges are set and prosecuted effectively.

We are of course dependant on each other. We are increasingly working on joint targets with other agencies. There are clearly skill dependencies across agencies with a total workforce of approximately 450,000.

Our aim specifically is to use a blended approach to education using a variety of methods which support the prosecutor to learn. This acknowledges that people develop their knowledge and skill in a variety of ways both planned and unplanned.

**We must:**

1. Keep up to date with the vast volume of changes in the justice system
2. Keep up with developments in law schools in terms of the use of the technology along side classrooms.
3. Tap into extensive specialist expertise and ensure more staff can benefit from this.
4. Be more efficient with the training resources and release people more quickly from training to productive work.
5. Be able to share our knowledge with other agencies nationally and internationally.

To support this we introduced a virtual prosecution college which is a central focus for all learning and development opportunities in the Crown Prosecution Service. It will be a main hub for information and news about learning and development opportunities but we need to overcome some practical issues:

- **Speed and volume** – the pace of change is really difficult to keep up with. Virtual learning allows you to cascade information quickly and efficiently.
- **Access to learning** – most universities these days rely on technologies to access a greater number of students from further a field in the most flexible way. On a practical note as an organisation which covers a large geographical area this issue has both logistical and financial validity. It costs time and money.
- Staff work different hours, prosecutors who have different shifts so access to learning becomes more of an issue.
- **We also have broader considerations** – if used properly this could allow us to tap into a much wider learning community and access each others specialists.
- **Time and money** – We need to deliver training activity in a way that minimises the amount of time the learner has to spend away from other tasks. Using technology allows you to access learning in more bite sized chunks. We want education and training to be one of the major attractions to new and potential recruits.

The first phase of development commenced in 2004. We are now in phase three of the programme. In addition we are extending the reach of the college to other audiences including schools and colleges which have a link in to our need to engage with potential employees as well as existing ones.

We will also be increasing the range of media we use particularly around virtual classrooms and on line debates on critical and difficult areas of law.

Our aim is to use a blended approach to education using a range of methods which support the prosecutor to learn. This acknowledges that people develop their skills and knowledge in a variety of ways. We introduced a virtual prosecution college as a central focus of information and news about a whole range of learning opportunities.

The college is structured in three faculties:

1. Law
2. Leadership and Management
3. Business Support

We will continue to develop content based on the service's priorities and pilot the use of new technologies for learning, for example virtual classrooms.

The E- learning takes much of what is traditionally delivered face to face and puts it into an interactive format.

We have built flexibility into the learning to allow staff to manage their own learning and prioritise their time where they have the most need.

Our content is designed to engage our staff with learning they can apply to their work immediately. We are using on line forums to tap into the wide body of specialist knowledge some of our staff have to ensure it can be shared back into the service.

This system offers us a potential for sharing resources and capitalising on the expertise we have

Outlined below is a list of current modules under development:

- Prosecutors pledge
- Threshold test
- Performance Management
- Project risk Management
- Conditional cautioning
- Management development Modules
- Victims code
- Domestic Violence

Please send any expressions of interest in relation to the Crown Prosecution Service Prosecution College to:

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