

# Gwent Police Equality Report 2015



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People Services

Gwent Police Headquarters,

Croesyceiliog,

Cwmbrân

NP44 2XJ

Tel: 01633 642 019

Minicom: 01633 87 75 74

[www.gwent.police.uk](http://www.gwent.police.uk)

# Contents

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- 1** Introduction
- 2** Our commitment to equality
- 3** Equality objectives progress and achievements
  - Section A: Operational Equality Objectives
  - Section B: Internal Equality Objectives
- 4** Other Activities
- 5** How to contact us
- 6** Our revised Strategic Equality Action Plan

# 1 Introduction

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This report outlines the progress Gwent Police has made to drive forward equality and diversity through the delivery of our Strategic Equality Plan (SEP) and its Strategic Equality Objectives.

Gwent's SEP was published on the 6th of April 2012, and set out the Force's equality and diversity priorities for the next 4 years. These priorities were set in consultation with our staff and communities, and are presented as Strategic Equality Objectives. To help us deliver these Objectives, Gwent Police also has an Action Plan which keeps track of our progress, which this report is based upon.

The SEP Action Plan links our Objectives with specific actions and outcomes, giving clear ownership for each element and setting the timescale for completion.

Our last SEP Annual Report detailed how our Equality Objectives had been updated to ensure they were fit for purpose and this report will provide an update on those revised Objectives. This is the last Annual Report before the launch of our new SEP which will be published in April 2016.

This Annual Report has been published to help us meet our General Duty under the Equality Act, but more importantly, to celebrate success in working towards a fair and equal police service and to identify any further work that needs to be undertaken.

# Our Commitment to Equality

In October 2010, the new Equality Act introduced a Public Sector General Equality Duty, which requires Gwent Police, in the exercise of both of its internal and external functions, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not and
- Foster good relations between people who share a protected characteristic and those who do not

The Equality Duty applies to both Police personnel and members of our communities who share 'Protected Characteristics'. There are 9 Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

In order to assist public bodies, there are 'Specific Regulations' which set out in more detail how we can work towards achieving the aims of the General Equality Duty. There are different Specific Regulations for England and Wales, and as Gwent Police are non-devolved, we are legally obliged to meet the English Regulations. However, as a Welsh Force working with devolved partner organisations, wherever possible, we will be seeking to also meet the requirements of the Welsh Regulations wherever possible.

To do this, Gwent Police will:

- Publish annual Equality Information relating to the protected characteristics of our employees and the protected characteristics of people affected by our policies and practices
- Publish an Annual Equality Report (this document) outlining how we are meeting the aims of the general duty and, identify progress and effectiveness towards fulfilling each equality objective in the Strategic Equality Plan
- Assess the impact of our proposed policies and practices against our General Equality Duty by continuing to use our Equality Impact Assessment process

Gwent Police has an Equality and Diversity Board which meets on a quarterly basis and sets the strategic equality agenda. This meeting is chaired by the Deputy Chief Constable and members include a representative from each of our staff support networks, our internal and external diversity leads, our Diversity Champions and People Services Managers. Equality Objectives are owned by relevant Workstream Leads with updates, successes and any blockers to progress reported to the Deputy Chief Constable through the Board.

Our commitment to equality is also reflected in Gwent Police's values which act as a central pillar to everything we do in policing. Our values are to be Trusted; Fair; Professional; Caring and Responsive. Gwent Police also aspires to be an "Employer of Choice". Our Employer of Choice Strategy deals with how our employees treat each other on a daily basis, guided by our organisational values. The 4 principles of this strategy are:

- Visible, empowering **leadership** providing clarity of purpose and future development
- **Managers** who focus on developing their people, treating them as individuals
- **Employees** who actively engage in the organisational purpose and future development
- Organisational **integrity** so that the values are reflected in our day to day behaviours

# Equality Objectives Progress and Achievements

## Section A: Operational Equality Objectives

### Objective 1: Domestic Abuse and Honour Based Violence

To ensure that Gwent Police's response to domestic abuse is appropriate and accessible to all communities, including those that may face particular barriers in reporting domestic abuse incidents, and to establish a true picture of the number and nature of Honour Based Violence (HBV) incidents that occur in the Gwent Police Force area.

#### Key Achievements – in brief

- **Success in increasing the number of identified male victims of domestic abuse**
- **On-going monitoring of domestic abuse victims' Protected Characteristics in order to improve performance**
- **Updating of all Policies and Procedures relating to domestic abuse, HBV and Female Genital Mutilation**

### Monitoring Protected Characteristics

Protected Characteristics can impact on the dynamics of a domestic abuse situation in a number of ways. They may make people more vulnerable to domestic abuse in the first instance, or have an impact on their likelihood to report.

- It is estimated that around 25% of lesbian, gay, bisexual and transgender people have at some point been involved in a violent or threatening relationship with partners or ex-partners. This is the same rate as heterosexual women, only reporting levels are dramatically lower.
- According to research by Women's Aid, one in four women experience domestic abuse. For women with a disability, this figure doubles. For disabled woman, domestic violence can take on unique, complex forms, often specifically related to their disability, such as having medicine withheld, being physically assaulted or deliberately not assisted to go to the toilet.

In order to better understand areas of domestic abuse which are under reported locally, Gwent Police now reviews annual data provided to us by CAADA (Co-ordinated Action Against Domestic Abuse) around the Protected Characteristics of high risk victims of domestic abuse referred to a MARAC (Multi Agency Risk Assessment Conference) Reviewing this data will allow us to identify where there are a disproportionately low number of victims that share a particular Protected Characteristic firstly reporting domestic abuse, and subsequently being referred into the MARAC process.

Last year we identified that we had a low number of male victims reporting domestic abuse, and that not many male victims were accessing information under the Domestic Violence Disclosure Scheme (Claire's Law), the piece of legislation which allows the Police to disclose details about someone's previous history of perpetrating domestic abuse to protect potential or new partners. At the end of 2014, we started to deploy a mobile Police Station, resourced by Domestic Abuse staff, to Rodney Parade during football and rugby games in order to target a male audience. Staff have also had an input from the Dyn project about how to engage effectively with, and encourage reporting from, male victims.

The most recent feedback we have received from CAADA is that our performance in this area should

be in identifying 4-10% of the total cases as being male victims. We are now achieving this goal and within the guidelines that CAADA have identified.

This year's data has been published as part of our Annual Equality Data, and from this we have been able to identify potential new areas where work is needed, for example, increasing the number of MARAC referrals where the victim is disabled. CAADA suggests that this should be around 17%, yet in Torfaen our referrals for disabled victims make up less than 1% of our total, and this is reflected across Gwent (national average is 3.5%). Gwent Police's Disability Forum recently had an input from a specialist Detective Sergeant around signs and impact of domestic abuse and will be working with us further to help encourage disabled people to report incidents to the police.

## Training & Awareness

All of our staff and officers working in our Safeguarding Team have undergone a 3 day course on Honour Based Violence (HBV) delivered by Karma Nirvana, a national charity that supports victims and survivors of forced marriage and HBV. This training has also been provided to some of our front line officers. Staff have also had an input on how domestic abuse can impact on people that identify as LGB or T. Staff in our Force Control Room have now all been trained in delivering an appropriate first response to victims of domestic abuse, HBV and Female Genital Mutilation.

We have identified 60 officers across the force who between them can provide 24 hour, 7 day a week cover as Safeguarding Champions. Champions have received training in Domestic Abuse, HBV, Child Protection and Child Sexual Exploitation. They are available when an individual needs them the most to provide a service that is specific to that individual's needs. They are also empowered to increase the knowledge and awareness of officers that they work with in areas of safeguarding.

In addition to this, we are currently piloting a trial with colleagues from Women's Aid to provide a joint response during peak times to incidents of domestic abuse. Our hope is that this will both improve our response and utilise the skills of external experts that people may feel more comfortable in reporting to.

On White Ribbon Day (25 November) we reminded our officers and staff that we have a Workplace Policy to assist if they should ever suffer domestic abuse. We recognise that every officer and member of staff who is experiencing or has experienced domestic abuse has the right to raise and discuss the issue with their manager and/or other departments which can lend support and advice, in the knowledge that the matter will be dealt with in an empathetic, non-judgemental, confidential and effective manner.

## Process and Procedures

At the end of 2014 Gwent Police reviewed its policies and procedures relating to Domestic Abuse, Honour Based Violence and Female Genital Mutilation. These improved policies provide officers with clear structure and guidance so they can make effective decisions and achieve rational outcomes. The implementation and use of these policies have been tested through recent HMIC (Her Majesty's Inspectorate of Constabulary) inspections.

## Objective 2: Hate Crime

To ensure that victims of all types of hate incidents and crimes receive an appropriate response from Gwent Police that identifies vulnerability at an early stage, best supports them, and increases the chances of a successful prosecution.

### Key Achievements – in brief

- **Success of HCSO pilot in Newport**
- **Ongoing review of hate crime victim satisfaction**
- **Increase in numbers of hate incidents and hate crimes reported**
- **Better identification of hate incidents and crimes at point of call**
- **#HCAwarenessCymru campaign during Hate Crime Awareness Week in October**
- **Increase in hate incident reports across all monitored strands**

### MARAC Process

One of the key recommendations of the Equality and Human Rights Commission's (EHRC) inquiry into disability related harassment was for Police Forces to work in partnership with other organisations to better identify high risk victims, and to respond to and prevent disability related harassment at an early stage.

To help achieve this, all of the Welsh Police Forces have committed to including the development of a MARAC within their Strategic Equality Plans. A MARAC is a model that has already been used successfully in dealing with high risk domestic abuse cases. It is a process which allows organisations to share information consistently, assess risk and plan appropriately to prevent further harm.

An all Wales post was funded to spend 12 months seeking to establish a consistent MARAC process across the 4 Forces. At the end of this period it was concluded that the differences in operating models and numbers of hate crimes, it was not appropriate to adopt the same process across the Welsh Forces. However, it was recognised that all of the Forces were now more effectively managing high risk victims, and that each had an appropriate system of doing so. Within Gwent, this is achieved through weekly flagging of high risk cases centrally, and local case management groups that meet regularly and involve a range of agencies. Later in 2015, the Hate Crime Criminal Justice Board Cymru will commence monitoring the numbers of high risk cases being subjected to a MARAC process across the 4 Forces.

### Awareness

In October 2014 we launched our Hate Crime Toolkit, designed to be a single source of information around hate crime identification, investigation, victim support and prosecution. Since we launched the Toolkit nearly 800 members of staff have accessed its content. Alongside the Toolkit we piloted our Hate Crime Support Officer (HCSO) scheme in Newport, where the majority of our hate incidents are reported. Our existing LGB&T Liaison Officers received 2 days of training which focussed on expanding their understanding and knowledge of other types of hate crime, and we began referring every hate incident reported in Newport to a trained HCSO.

As well as offering additional support to victims of hate incidents, a key part of the HCSO role is to offer guidance and advice to the investigating officer. At the end of a 12 week trial period, a sample of victims who had received support from an HCSO were contacted, and all expressed they had been happy with the service they had received, and most that their confidence in Gwent Police, and to report future incidents, had increased. Further HCSOs will be recruited later in 2015, with a view to provide the service across all areas of Gwent.

One area for concern has been the low numbers of disability hate crimes that are being identified and successfully prosecuted in Gwent. At the end of 2014, the Police and Crime Commissioner agreed

to fund a specific training event for both Police Officers and CPS staff highlighting the complexities that are often associated with disability hate crime, and seeking to increase our performance in this area. The training event will be delivered later in 2015.

Hate Crime Awareness Week 2015 Week achieved a significant media profile; around 30 events were held within local communities, and Twitter and Facebook used extensively to link in with Welsh Government themed days. The week culminated in ‘Smashing the Barrier’, an event attended by over 100 Police Officers, disabled people, carers and support organisations which focussed on removing barriers to reporting disability hate crime and ensuring an effective response when reports are received. Our highest number of hate incidents for over 12 months was recorded during Hate Crime Awareness Week.

### Reporting, Recording and Satisfaction

From reviewing our previous Equality data, it was evident that we were not collecting enough information around satisfaction levels of hate crime victims in order to understand how to improve the service we provide. To help us do this better, we recruited a Hate Crime Project Support Volunteer who now aims to contact all of our victims of hate incidents to find out more about their experiences with Gwent Police. Data from these surveys is now reviewed quarterly at our Hate Crime Forum and informs our Hate Crime Action Plan.

In our last Annual Report we highlighted some areas for concern in relation to our 2012/13 hate crime data. Whilst overall numbers of hate crimes had increased, there was a drop in the reporting of both race and disability incidents, disability being an area which we know is already significantly under reported. This year we have focused on improving our recognition and recording of incidents at point of call, including providing specific training to all of our Call Handlers, and continuing to monitor and scrutinize the recording of hate incidents as they are reported. Our 2014/15 data now shows an improvement in the number of reported hate incidents for all recorded strands:

	Disability	Race	Religion	Sexual Orientation	Transgender	Total
2013 / 2014	37	307	18	77	10	442
2014 / 2015	97	342	14	79	19	541

### Objective 3: Preventing Violent Extremism

To work with all communities to minimise any negative impact that counter terrorism operations and activity may have on them, and to improve confidence in communities to report incidents of concern (Operational Delivery, Organisational Processes).

#### Key Achievements – in brief

- **Over 700 Police and Partnership staff have received awareness inputs over the past 12 months.**
- **32 staff from across the partnership have been trained internally to deliver WRAP 3 within their organisations in March 2015.**
- **Positive messaging has taken place with local Communities about Prevent as part of both national and local campaigns.**
- **Referrals have increased from 4 in the last 6 months of 2014 to 17 to date in 2015. Currently there are 23 persons in Prevent Case management in Gwent.**

#### Delivery Plan

The Partnership PREVENT Action Plan has been subjected to a localised Equality Impact Assessment which was accepted by the Management Group on 16th July 2014.

## Engagement with Young Asian Community and Asian Women

Six Community Support Officers have received PREVENT training which focussed on engagement opportunities with young BME Communities and BME Women, with the final stage completed in August 2014.

### Awareness

Due to external pressures on statutory organisations the agreed plan of community engagement developed within the new Action Plan has only just started to take place. To date we have concentrated on raising awareness amongst staff in organisations and agencies, particularly those who have day to day, face to face contact with the public. This is essential in order that community concerns are recognised and acted upon in a timely manner.

The loss of VALREC has also had a negative effect although engagement with Communities First and Community Voluntary networks has begun. With local authorities we have started to provide awareness to Communities First clusters with presentations arranged in Blaenau Gwent and Caerphilly.

Over 700 Police and Partnership Staff have received awareness inputs over the past 12 months. This has included staff across both Statutory and Voluntary agencies have received awareness training. Response to this awareness raising has been overwhelmingly positive. This was affected by the transition to WRAP 3 from WRAP 2 and the organisational pressures from the NATO summit, which restricted awareness inputs over a 5 month period from June 2014- November 2014. In addition 32 staff from across the partnership have been trained by staff to deliver WRAP 3 within their organisations in March 2015 This training was delivered in partnership with officers from Newport City Council, Probation Service and Aneurin Bevan University Health Board with the support of the Home Office.

Additionally the NCALT package to raise awareness of PREVENT with Police and Community Support officers in Gwent has been launched. This has been supported by Guardian Articles during the National Counter –Terrorism Awareness Week in 2014 and Press Articles where required, for example, Fighting Radicalisation is "community responsibility" South Wales Argus -14 July 2014) Referrals have increased from 4 in the last 6 months of 2014 to 17 to date in 2015 and currently there are 23 persons within Prevent Case management in Gwent. This is without doubt due to the awareness raising that has been undertaken.

## Objective 4: Custody

To identify the specific needs of people who share Protected Characteristics in order to ensure the service they receive in custody is appropriate and flexible.

### Monitoring and Recording

With the introduction of a new record management system called NICHE, Gwent's Custody system now has the capacity to record a person's:

- Ethnicity
- Age
- Gender
- Some information around gender identity
- Disability (a range, but not all, disabilities are recordable)

Further work to refine and develop these recording options, where appropriate, will remain as an action within our Strategic Equality Plan.

### Specific Needs

Previously, we have encouraged community groups to visit our Custody Unit and learn more about associated processes. This has proven particularly useful for younger people with Autism, Asperger's

and other learning difficulties. This year, one of our Custody Detention Officers developed a bespoke lesson for Cwm Rhymini School and pupils with these specific conditions as well as those that often displayed aggressive or difficult behaviour. The lesson included:

- Why we need laws and what happens when a person breaks those laws
- Looking at the journey from arrest to staying in custody
- Rights and entitlements
- Professionals within custody
- Forensic procedures including hands on experience
- A visit to the custody unit environment

The session was fully interactive and pupils were able to see and feel the kit used by officers as well as being taught coping mechanisms they could employ if ever faced with being arrested or brought into a custody environment. The session received positive feedback from the 30 teenagers, that attended, teachers and assistants and will now form part of the Special Needs Curriculum.

### Policesol Course

A 'Policesol' course is currently being developed in partnership with the Migrant, Asylum Seeker and Refugee Support group in Newport which will deliver sessions based on ESOL principles focussing on UK and Gwent Policing culture to newcomers to the area. The first 4-week long course will be delivered later this year to Eastern European community members and will include a visit to the custody unit in order to explain how the process works, and reassure that appropriate support (for example, language interpreters) will be made available.

## Objective 5: Gypsy and Traveller Communities

To increase the trust and confidence of Gypsies and Travellers in our policing services and promote positive relationships between the police, Gypsies and Travellers, and settled communities.

We now have a Gypsy and Traveller Strategy to support work in this area. The overall aim of the Strategy is to "provide a service to Gypsy and Traveller communities which is inclusive, cognisant of specific need and supports improvement in police/community relations."

### Procedure

Our Unauthorised Encampments Procedure has recently been reviewed, alongside an audit of a number of incidents involving GRT communities. Whilst the Procedure is fit for purpose, we have found that staff and officers will benefit from additional training around GRT culture. This training has been approved by our Equality and Diversity Board and will be rolled out later in 2015.

### Training and Engagement

Training has been provided to local Champions across all policing areas. These Champions are now first point of contact in the event of any incidents involving our GRT communities. Our largest established GRT site is in Pontypool, and our Champions in this area have been particularly active:

- An Awareness Evening held in Torfaen to help break down barriers between the GRT and wider community. This was also open to and attended by officers.
- Hate crime inputs given to staff and students at a local college attended by a number of students from the local Gypsy site
- Development of a Mentor project involving female Gypsy students at the College who have now received training around hate crime and domestic abuse
- Regular meetings are now held between the Torfaen GRT Champions and the GRT Liaison Officer at Torfaen County Borough Council
- Our Champions are also in regular contact with the national GRTPA Police Association and have been described as 'a model of good practice'

- A 60 paged book is being compiled with children from the GRT community at West Mon School relating to their culture and local community
- A newsletter has been distributed to our GRT communities in Pontypool which gives updates on work being done by Gwent Police to improve our services to them
- Work is ongoing with the Welsh Government to develop a pan Gwent policy aimed at improving the way Gwent Police and local authorities work together in dealing with unauthorised encampments

In Blaenau Gwent, where our other significant GRT community is settled, Community Support Officers regularly attend the site. The Local Authority is in the process of developing a new Traveller and Gypsy policy which reflect current Policing practices.

Improvements in our engagement with GRT communities has meant that we are now better able to reflect their views and concerns as part of consultation exercises, recently including changes to our PACT process, to ensure we delivering services that best meet their needs.

## Objective 6: Stop and Search

To ensure that stop and search activities are carried out in a way that is lawful, proportionate, non-discriminatory, and foster positive relations within and between communities and the police.

### Key Achievements – in brief

- **Participation in the Home Office’s Best Use of Stop and Search Scheme**
- **Ongoing scrutiny of Force approach to stop and search provided by Stop and Search Board**
- **Stop and Search developed for Force Performance Management System (QlikView)**

### Recording

The overall numbers of stop and searches recorded in Gwent has decreased from 4599 in 13/14 to 2323 in 14/15. Our Race Disproportionality Ratio (RDR) which indicates how many times more likely you are to be stopped and searched if you are of a BME background has increased from 1.3 to 2.4. This figure continues to be closely monitored through our Stops Board and remains an improvement on our RDR recorded in 2012 which was around 3.8.

### Our Stops Board

Our Stops Board now meets quarterly to ensure that we are effectively monitoring our use of stop and search and implementing national recommendations. The Board is chaired by the Assistant Chief Constable and attended by representatives from different workstreams across the Force, members of our Independent Advisory Group, members of GEMA (previously Gwent Police Black Police Association) and representation from the Office of the Police and Crime Commissioner.

The Board examines data from the previous period relating to numbers of stops recorded, levels of disproportionality (down to Ward level), complaints received and individual officer performance. Any issues identified are referred to our local Area Commanders for action.

### Community Engagement

Members of our Independent Advisory Group have accompanied officers on patrol and observed a number of stop and searches. A Ride Along Scheme where members of the public can do the same is planned for launch later in 2015.

As previous equality consultation has identified that our younger BME communities may feel particularly impacted upon by stop and search, our community engagement continues to focus on this demographic. A ‘Policiesol’ course is currently being developed in partnership with the Migrant,

Asylum Seeker and Refugee Support group in Newport which will deliver sessions based on ESOL principles focussing on UK and Gwent Policing culture to newcomers to the area. It is hoped that this will be the first of a number of Policesol courses which will improve levels of knowledge and understanding of the police within our BME communities, and specifically their rights and responsibilities in relation to stop and search.

### The Best Use of Stop and Search Scheme

Gwent Police has complied with the Best Use of Stop and Search Scheme, launched by the Home Secretary in summer 2014 with the aim to improve the legitimacy and transparency of stop and search activities across UK Police services.

As required, Gwent Police now:

- Records the outcome of stops in more detail to show the link, or lack of a link between the object of the search and its outcome, allowing an assessment of how well forces interpret “reasonable grounds for suspicion”
- Allows members of the public to apply to accompany officers on patrol
- Has introduced a stop and search complaints “community trigger” so forces must explain to the public how powers are used if they receive a large volume of complaints (although we review all complaints due to their low volume)
- Has amended their use of the Section 60 stop and search power

## Section B: Internal Equality Objectives

### Objective 7: Employer of Choice

The Strategic Objective ‘Employer of Choice’ outlines Gwent Police’s aim to build an inclusive and supportive working environment that seeks to eliminate unlawful discrimination, harassment and victimisation. Furthermore, to be an organisation where people are treated with respect, fairness, nurtured and developed in ways that advance equality of opportunity and help deliver an excellent policing service to the citizens of Gwent.

Progress against the Employer of Choice Objective in 2014/15 is summarised under key headings below:

#### A. Under representation and recruitment

There have been limited opportunities for external recruitment due to the need to continue to reduce our police staff and police officer establishment as a result on the on-going budget cuts faced by public sector employers. Challenges remain in ensuring that our workforce is representative of the communities that we serve.

No additional police officers have been recruited since August 2013 due to budget constraints and the 20.87 Full Time Equivalent (FTE) black and minority ethnic police officers working for Gwent Police as at 31 March 2015 equates to 1.67%. This figure does not reflect the Gwent area’s BME population of 3.9% (6% in Newport). Future plans to recruit a total of 41 police officers externally during 2017 and 2018 will include positive action measures to encourage BME candidates to apply.

There are 12.52 BME police staff, which includes 7.52 Community Support Officers (CSO). This overall figure equates to 1.35% of the police staff establishment. The percentage of BME Community Support Officers equates to 4.23% of the CSO establishment.

One intake of 14 Special Constables joined in February 2015, 50% of whom were female. In addition, 1 transferee Special Constable and 1 Special Constabulary Chief Officer joined last year. Positive action is planned in relation to the special constabulary recruitment drive scheduled in May 2015. One way to increase involvement of BME communities within the Force whilst not recruiting regular constables is to focus on voluntary opportunities. With the support of the Gwent Police Ethnic Minority Association (GEMA), a Cadet awareness evening took place within the Pill area of the city of

Newport, specifically targeting BME potential recruits. 55 new Cadets started in January 2015, 45% of whom are female and 3.6% BME. The same model will be used for Special Constable recruitment later this year.

## BME Development Working Group

To help create opportunities to increase our BME establishment, as well as understand any barriers that exist for existing BME personnel relating to progression or development, we have established a BME Development Working Group - attendees include our Race Champion, representatives from Gwent Police Ethnic Minority Association, HR and Community Cohesion and an action plan has been developed which reflects key areas of work which are also ongoing nationally as part of the College of Policing's BME Progression 2018 project.

## B. Monitoring

Previously, we have identified a need to improve how effectively we monitor the Protected Characteristics of personnel and sought to address this through development of systems that allowed personnel to input their own personal information. Due to forthcoming changes to our people management system (i-Trent), there has been a delay in the development of self-service input for monitoring information. Gwent Police and South Wales Police have entered into a collaborative programme that will create an integrated technology platform for HR and payroll systems, as well as Finance and Duty Resource Management systems. To ensure the full integration of systems the phasing of the implementation will need to be planned, and the issue of self-service input for monitoring information will be carried forward.

## C. Flexible Working

Flexible working provides an opportunity to achieve a balance between work requirements and home life. Enabling a work life balance is a good management practice as it can reduce absenteeism, increase effectiveness and morale, improve commitment and help retain skilled staff.

Gwent Police continues to be committed to flexible working in order to assist officers and staff balance their work and home life, taking into account their needs and the operational effectiveness of the force. Annual reviews of flexible working take place to ensure that the hours of work continue to meet the needs of the individual and the organisation.

An external review by Chwarae Teg of our flexible working processes is being commissioned to commence in the next financial year to ensure that our current flexible working policy meets the needs of the organisation and our workforce.

In addition, we are investigating the feasibility of a self-service facility for women and men to help them calculate an estimate of their earnings to aid their decision-making as to whether they want to submit an application to reduce their hours.

## D. Learning, Training and Development

'Managing a Diverse Workforce' training by Stonewall Cymru took place in February, March and April 2014. The course was aimed at line managers and focussed on ensuring supervisors reflect on and seek to develop their management skills as well as being cognisant to specific diversity issues that may arise in the workplace.

An NCALT e-learning package, 'Equality Act 2010 – An Introduction' has been made mandatory for all police officers, CSOs, Special Constables and police staff. The package summarises the key provisions of the Equality Act 2010 and explores different Protected Characteristics and what they mean.

The module also outlines the kinds of conduct prohibited by the Equality Act 2010 and illustrates the importance of dealing with incidents of discrimination, whether in the workplace or when in contact with the public. 744 members of personnel have completed the package as of 31 March 2015.

Work has been ongoing to ensure that all new and revised lesson plans include relevant elements of the Code of Ethics. The Code of Ethics is a framework to support members of the policing profession to make the best decisions and to give everyone the confidence to question when they

feel decisions may not be made according to the policing principles. Officers must be able to demonstrate ethical behaviour and decision making within the Police Service.

Attendance management awareness sessions provided to line managers by HR Advisers included information regarding Access to Work assistance and how it can benefit individuals in the workplace. We have been undertaking this year work to refresh and re-launch the provision of coaching and mentoring internally, for any officer or staff member within Gwent Police, in conjunction with our Learning & Development Department and Support Networks. Training is planned in the forthcoming year for officers and staff who are interested in providing mentoring and coaching support.

## **E. Equality Impact Assessments**

Gwent Police continues to ensure that Equality Impact Assessment is firmly embedded in our policy and procedure making process. This year, 46 Equality Impact Assessments were conducted in the development or revision of our policies and procedures and are published on our website. We have invested in EIA training for personnel that may be required to complete Equality Impact Assessments, and provided comprehensive guidance to personnel that are part of our Staying Ahead Team, leading on business change across the Force.

## **F. Our Diversity Champions**

In 2013 Chief Constable Jeff Farrar, as the Force lead for equality and diversity sought genuinely committed volunteers from middle and senior management to act as Champions for each of the Protected Characteristics. Responsibilities include working closely with their relevant Staff Support Network, providing a senior point of contact for any personnel to contact in relation to their area of responsibility, championing their Protected Characteristic and assisting in the delivery of the Strategic Equality Plan. Each Diversity Champion now has their own Action Plan which sets out their key priorities for the year. This year, an additional Champion was appointed for Mental Health matters.

### **Disability Champion**

Gwent Police has now a number of disabled members that sit on our Independent Advisory Group, providing advice and guidance to the Force in the event of a critical incident and strategic direction around policy and practice. Since October 2013 we have also had a Disability Forum which is attended by both representatives from local disability organisations and disabled people. The forum focuses on access, inclusion, and raising awareness within the public sector of disability matters.

### **Mental Health Champion**

We have appointed an Inspector as Force Mental Health Liaison Officer, who has delivered training to specific individuals from each Local Policing Unit and Custody so they can act as a single point of contact for their colleagues. They will support the Mental Health Liaison Officer and their relevant work area with all issues relating to mental health and policing.

We recognize that living with a mental health condition can at times be debilitating and sufferers can often feel isolated and alone. To complement the support already available via our Occupational Health Unit, our officers and staff who have suffered with a mental health condition have been invited to share their experiences with others in a supportive and positive way as part of a mental health internal support network.

During the year, we have developed a Resilience Training course which is being delivered as a pilot to 70 constables and sergeants throughout the summer of 2015. This ground breaking training programme is aimed to enhance a police officer's resilience to traumatic incidents. This is the first programme of its kind in the UK and has been created specifically for Gwent Police.

Training has been provided to sergeants in relation to local procedures and protocols that are in place with other agencies in respect of section 136 detentions (and alternatives to section 136); section 136 community based assessment, people with mental health problems going missing from health care establishments and the Mental Capacity Act 2005.

344 members of personnel have, to date, undertaken a Mental Ill Health and Learning Disability Awareness package aimed at police officers, special constables and police staff whose come into contact with the public.

## LGB&T Champion

Our LGB&T Champion has overseen our participation in the annual Stonewall Workplace Equality Index this year. Whilst Gwent Police did not reach the top 100 employers listed in the 2015 Index, our score of 104 confidently beat both the Index's average score of 79, and the Emergency Services average score of 87. In the category of Emergency Services, we came 11th out of 30 and we were also the 11th best Welsh organisation to enter out of a group of 55.

We were commended for the work of our network group, Prism and for being innovative in our community engagement strategies. One example of this, having a presence at Freshers' Week at the university, was highlighted as an "excellent initiative that other police forces should replicate". The WEI feedback will form the basis of future development work in 2015 and we are investigating development of a self-assessment tool and plan to benchmark against other police forces in the forthcoming year.

Chief officers and senior leaders in Gwent Police were also among those who signed up to Stonewall's 'No Bystanders' campaign against bullying and abuse.

## Gender Champion

Our Gender Champion is currently supporting the work of the Gwent Women's Police Association in re-launching the network and developing further coaching and mentoring opportunities.

Working together with Gwent Police support networks a one day Well Being seminar is being held for Gwent Police employees in November 2015. The full day programme has both internal and external presenters scheduled to speak about stress management, health, wellbeing and resilience. The seminar is open to all staff and feedback will be evaluated to support development of future events.

Work is progressing through the Gender Champion to develop a national working party to support diversity within firearms policing. This specialist area of policing is currently under represented regionally by minority groups. The work of the group is aimed at identifying best practice and sharing learning to support diversity, on a regional and national level.

## Flexible Working and Maternity Champion

Following the improvements made to our procedures aimed at supporting women during their pregnancy and maternity leave, we have instigated a mandatory meeting for line managers to meet with their pregnant officers or employees at the 20th week of pregnancy. This is to review the woman's working arrangements and any further changes needed to her working pattern. It also encourages discussion regarding contact arrangements during the maternity leave period, flexible/part-time working, childcare vouchers and future training needs. This is in addition to the 1-to-1 meetings and briefings held by supervisors.

Our on-going improvements include reviewing the generic risk assessment form for pregnant officers and staff.

## Race Champion

Our Race Champion is overseeing the work of the BME Development Group who are seeking to increase the BME representation within our workforce – further information is available under our Employer of Choice objective update.

## Religion and Belief Champion

We established a Religion & Belief network in Autumn 2014. The Network's main purpose is to support officers or staff should they be experiencing issues in the workplace relating to their religion or belief, and ensure these issues are recognised and addressed appropriately by the organisation. The Network will also act as a critical advisor to the Force in relation to issues of religion and belief.

## Age Champion

Our Age Champion is working with various key personnel in order to ensure that considerations around age equality and age related discrimination are embedded into our everyday practices through our models for business change, engagement activity and the types of support that we are providing to victims. Gwent Police have also linked with the Alzheimer's Society who have started to roll out their 'Dementia Friends' training across the Force.

# Other Activities

## Our Staff Support Networks

### Prism (LGB&T Network)

As well as continuing our regular presence at Cardiff Pride, Gwent Police was this year represented for the first time in the Pride parade which takes place before the main event. Not only did officers take part in the parade, but they walked in full uniform with the support of Chief Constable Jeff Farrar. Their involvement was publicised through Prism's Twitter account (@gwentpolicegbt), and there was a great deal of positive engagement and reaction from both the public and other organisations. The Force and the Chief Constable continue to fully support Prism; for example, flying the rainbow flag at Headquarters for the entire month of February to mark LGB&T History Month.

Gwent Police again participated in the Stonewall Workplace Equality Index, placing 119th out of the 397 organisations which entered. Although it was disappointing not to come in the Top 100, the Force actually improved on its score from the previous year and in the emergency services sector, was only 11th out of 30. The Force also supported Stonewall's 'No Bystanders' national anti-bullying campaign.

Prism continued to support its members' professional development through sponsoring their attendance at various conferences and seminars, including Stonewall's Workplace Equality conferences in London and Cardiff. Members of the network also attended the initial conference and assisted in the formation of the new national LGBT police network.

### Gwent Police Ethnic Minority Association (GEMA)

Formerly known as the Gwent Black Police Association, members have reviewed their association name and constitution and elected to change its' name to Gwent Police Ethnic Minority Association (GEMA) and amend their Constitution to include white non-British members.

In June 2014, GEMA held a Development Day for members and representatives from BME networks in South Wales Police, Dyfed-Powys Police and North Wales Police and also the South-West region. It was well attended and included speakers from the College of Policing, and the Metropolitan Police Service as well as CC Farrar, PCC Ian Johnston and Ms Kate Bennett, National Director for Wales at the Equality and Human Rights Commission.

### Disability Network

The staff network continues to hold regular meetings and provide support and guidance on disability issues. The network has been renamed the "Gwent Police Disability & Carers Support Network" in recognition of the role carers play in supporting disabled people.

### Gwent Women's Police Association

The Gwent Women's Police Association provides support to all female Police Officers and Police Staff within Gwent Police. It is managed by a Steering Committee that meets on a regular basis and following publicity to re-invigorate the GWPA, new members have joined the steering committee. Re-branding of the GWPA has taken place and is due to 'go live' in the forthcoming year. The GWPA has planned a conference for Autumn 2015 on the theme of 'Wellbeing', which is supported by all our staff networks and is aimed at all staff network members which will take place in Autumn 2015.

### Our Independent Advisory Group (IAG)

Gwent Police's IAG takes on the role of a 'critical friend' in relation to both the development of policing policy and services, and when a critical incident occurs within the Force area that has the potential to have a significant impact on local communities. The IAG currently has 11 active members, from across the Force area, who have a range of personal experiences, social backgrounds and professions. Members are able to comment on a range of matters including disability, gender identity, sexual orientation, age, race, culture and religion.

The IAG now have their own annual Action Plan which is reviewed before each IAG meeting (quarterly).

Key progress against the Plan so far this year includes:

- The redesigning of the IAG's website, including new recruitment pages. IAG pages are now more visible (on the public rather than corporate site) and have been written in partnership with members.

<http://www.gwent.police.uk/advice-and-guidance/community/independent-advisory-group/>

- Promotion of the IAG, and celebration of their commitment and enthusiasm during National Volunteers Week, using Twitter, Facebook and the Force's website.
- Linking of members with Neighbourhood Policing Teams. Each member now has one or more local areas that they are responsible for visiting regularly and meeting with the Neighbourhood Inspector in order to offer support, advice or guidance, particularly in relation to their engagement with minority and hard to reach communities. An engagement 'checklist' has been developed to provide members with a framework for their feedback, which will be reviewed both at IAG meetings, and the Force's Engagement Forum.

In addition to working towards Plan objectives, the IAG has also been involved, as usual, in Force activities throughout the year.

These have included:

- Providing an IAG representative to assist in the planning of NATO operations
- Judging one of the categories for the upcoming Gwent Police Awards
- Scrutinising the quality of Gwent Police's stop and search encounters as part of the OPCC's dip sampling exercise
- Representing community views at the Force's Public Confidence and Equality and Diversity Boards
- Acting as a 'Critical Friend' to the Force in the event of several serious, or critical incidents
- Acting as 'Mystery Shoppers' for the Force in testing the accessibility and service received at our stations, and from our Call Handlers.

**People Services**  
**Gwent Police Headquarters,**  
**Croesyceiliog,**  
**Cwmbrân**  
**NP44 2XJ**

Tel: 01633 64 20 19  
Minicom: 01633 87 75 74  
[www.gwent.police.uk](http://www.gwent.police.uk)

**Community Cohesion Team**  
**Gwent Police Headquarters,**  
**Croesyceiliog,**  
**Cwmbrân**  
**NP44 2XJ**

Tel: 01633 247 907  
Email: [communitycohesion@gwent.pnn.police.uk](mailto:communitycohesion@gwent.pnn.police.uk)

**Office of the Police and Crime Commissioner,**  
**Gwent Police Headquarters,**  
**Croesyceiliog,**  
**Cwmbrân**  
**NP44 2XJ**

Tel: 01495 64 22 00  
Email: [commissioner@gwent.pnn.police.uk](mailto:commissioner@gwent.pnn.police.uk)  
[www.gwent.pcc.police.uk](http://www.gwent.pcc.police.uk)

**Professional Standards Unit,**  
**Gwent Police Headquarters,**  
**Croesyceiliog,**  
**Cwmbrân**  
**NP44 2XJ**

Tel: 01633 838 111  
Email: [professionalstandards@gwent.pnn.police.uk](mailto:professionalstandards@gwent.pnn.police.uk)

**Equality and Human Rights Commission (EHRC) – Wales Office**  
**3rd Floor,**  
**3 Callaghan Square,**  
**Cardiff.**  
**CF10 5BT**

Tel: 0845 604 8810 (helpline)  
0845 604 8820 (helpline text phone)  
029 2044 7710 (non-helpline calls only)  
0845 604 8830 (helpline fax)  
029 2044 7712 (non-helpline fax)  
Email: [wales@equalityhumanrights.com](mailto:wales@equalityhumanrights.com)

# 6 Our Revised Strategic Equality Action Plan

## Objective 1: Domestic/Sexual Abuse and Honour Based Violence

To ensure that Gwent Police's response to domestic abuse is appropriate and accessible to all communities, including those that may face particular barriers in reporting domestic abuse incidents, and to establish a true picture of the number and nature of HBV incidents that occur in the Gwent Police Force area. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
Continue to monitor protected characteristics of victims of domestic abuse and address areas of disproportionate under reporting	Delivery of a range of initiatives targeting people that share Protected Characteristics who are not accessing policing services relating to domestic abuse	Public Protection / Community Cohesion	April 2016	Increase in reporting from male, LGB&T and disabled victims
Provide the Safeguarding Team with specific awareness training around working with diverse communities	Increasing expertise within the organisation, providing victims with a tailored level of support	Public Protection / Community Cohesion	April 2016	Number of awareness sessions delivered to personnel
Provide diverse communities and relevant third party organisations with accessible information about domestic abuse, including a range of reporting options	Increased awareness and reporting opportunities for groups traditionally viewed as 'hard to reach'	Public Protection / Neighbourhood Teams	March 2015	Number or examples of engagement with diverse communities in relation to domestic abuse issues
Provide all officers and staff with information about communities that may face particular barriers in reporting, or that may need tailored support (for example, male victims, disabled people, Gypsy and Traveller women, people in a same sex relationship)	Provision of an enhanced level of victim support and early identification of any additional risk factors	Public Protection / Community Cohesion	June 2014	Number or examples of information of internal communications around domestic abuse and diverse communities
To raise awareness within schools and colleges of HBV and the warning signs that may be identified by other students or staff	Increased awareness of schools and young people of HBV practices, and early identification of risk	Public Protection / Community Cohesion	Ongoing	Number or examples of initiatives run in schools relating to HBV
To better identify and record HBV / FGM incidents at the point of reporting	A more accurate picture established of the volume and nature of HBV / FGM incidents within Gwent	Public Protection	March 2016	Robust recording mechanisms implemented and used consistently within Force systems

## Objective 2: Hate Crime

To ensure that victims of all types of hate incidents and crimes receive an appropriate response from Gwent Police that identifies vulnerability at an early stage, best supports them, and increases the chances of a successful prosecution. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
<p>Delivery of the following through Gwent Police's Hate Crime Action Plan:</p> <p>1. To establish an appropriate risk assessment and MARAC system which is consistent across LPUs</p>	Provision of appropriate, multi-agency intervention at the earliest possible stage for vulnerable victims of all types of hate crime	Hate Crime Lead	March 2015	MARAC system piloted in 1 LPU
2. To create a workforce that understands the issues, impacts and needs of individual communities	Better informed staff and officers, who are appropriately trained to recognise and deal with hate crimes.	Hate Crime Lead	March 2015	Second Phase training rolled out to NPT Sgts
3. To challenge discriminatory and intolerant attitudes and intervene early in order to prevent escalation	Early identification of vulnerability, disability and repeat victims	Hate Crime Lead	March 2015	Review of VRA and implementation of case management system
4. To achieve better identification of hate crimes, ownership and management of cases	Increased successful prosecutions/ offenders brought to justice and improved services to victims	Hate Crime Lead	March 2015	Processes in place within NPTs to effectively manage and own hate crimes and incidents
5. To increase reporting and improve access to victim support services, particularly for disability hate crime	Third party and direct reporting systems that are accessible and fit for purpose. Regular reviews of victim satisfaction levels	Hate Crime Lead	March 2015	Implementation of an effective, Gwent-wide third party reporting system and systematic monitoring of levels of reporting and satisfaction of hate crime victims

### Objective 3: Prevent

To work with all communities to minimise any negative impact that counter terrorism operations and activity may have on them, and to improve confidence in communities to report incidents of concern. (Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
<p>Delivery of the following through Gwent Police's Prevent Delivery Plan:</p> <p>1. To further engage with communities to establish the local effects that Prevent activities have had within Gwent (Equality Impact Assessment)</p>	<p>Identification of any steps necessary to redress any negative impact or community tension arising from current Prevent activities</p>	<p>Prevent Lead</p>	<p>June 2014</p>	<p>Completion of a full Equality Impact Assessment in relation to Prevent activities</p>
<p>2. To engage further with young Asian communities and Asian women, establishing regular feedback mechanisms for areas of crime and disorder that are of concern</p>	<p>Increased trust confidence in policing services</p>	<p>Prevent Lead</p>	<p>Ongoing</p>	<p>Mechanisms in place to provide regular updates to these communities around their identified local priorities</p>
<p>3. To provide communities with accessible information about Prevent, its purpose and Police activities</p>	<p>To challenge any negative community stereotypes or perceptions of the Prevent agenda and police activity</p>	<p>Prevent Lead</p>	<p>Ongoing</p>	<p>Number or examples of Prevent awareness materials / sessions delivered to communities</p>

## Objective 4: Custody

To identify the specific needs of people who share Protected Characteristics in order to ensure the service they receive in custody is appropriate and flexible (People and Culture, Operational Delivery, Organisational Processes) Actions are cross referenced against criteria set by the HMIC in their 'Expectations for Police Custody' document, 2012.

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
To work with communities to raise awareness of police officers and staff working in custody of the needs of people from diverse backgrounds (Sec 2 Expectations: Respect, 2)	Increased confidence in communities and better awareness of officers and staff working with diverse groups in a custody environment	Chief Inspector Custody	Ongoing	Number or examples of engagement with diverse communities in planning custody services and educating staff
To review information available in custody about rights, entitlements and treatment in a range of accessible formats and languages, including Welsh language and improve where necessary (Sec 2 Treatment and Conditions: Observation, 2) (Sec 3 Individual Rights: Expectations, 12) (Sec 3 Individual Rights: Expectations, 16)	Members of the public with communication difficulties or language requirements are well informed about their rights	Chief Inspector Custody	April 2015	Examples of information produced in accessible formats and languages
To review and improve monitoring of protected characteristics within the custody system where necessary	Provision of service that is fit for purpose and takes accounts of individual needs	Chief Inspector Custody	March 2015	Ability to capture details relating to a person's age, disability, sexual orientation, race and religion and gender identity where this will inform risk assessment and/or design of services

## Objective 5: Gypsy and Traveller Communities

To increase the trust and confidence of Gypsies and Travellers in our policing services and promote positive relationships between the police, Gypsies and Travellers, and settled communities (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
To review the Force's Unlawful Encampment Procedure and assess whether any further guidance is needed to be made available to officers.	Comprehensive Force Guidance accessible to all officers	Diversity Champion / Community Cohesion	April 2016	Appropriate Procedure published
To develop and promote Force guidance on Gypsy and Traveller cultural practices	Increased understanding of officers and staff in relation to Gypsy / Traveller culture	Diversity Champion / Community Cohesion	April 2016	Examples of Force Guidance published
To scope the current levels of engagement with Gypsy and Traveller communities across LPUs, identify and share best practice	Improved engagement with local Gypsy and Traveller communities	Diversity Champion / Community Cohesion	April 2016	Replication of good practice across the Force
To identify key personnel that would benefit from targeted training around Gypsy and Traveller issues in order to support effective engagement	Appropriately skilled local officers that are able to engage more effectively with Gypsy and Traveller communities	Diversity Champion / Community Cohesion	April 2016	Numbers or examples of officers trained
To ensure that Gypsy and Traveller communities are able to access information on policing issues that may affect them – including hate crime, domestic abuse and scrap metal legislation.	Better informed communities with increased opportunity to access policing services	Diversity Champion / Community Cohesion	April 2016	Examples of engagement around these issues or materials produced and distributed

## Objective 6: Stop and Search

To ensure that the stop and search activities are carried out in a way that is lawful, proportionate, non discriminatory, and fosters positive relations within and between communities and the police. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
<p>To deliver the Force's Stop and Search Improvement Plan which focuses on 4 key Delivery areas:</p> <p>Delivery Area 1: Leadership Aim: To provide strong and visible leadership around stop and search issues</p>	<p>Increased profile of stop and search within the Force and strong consistent messages around corporate expectation</p>	ACC	March 2015	<p>Examples of messages / communications with personnel at all levels of the organisation</p>
<p>Delivery Area 2: Data Quality and Analysis Aim: To review and improve data quality</p>	<p>Data that is fit for purpose and robust enough to inform management and Force decisions</p>	ACC	March 2015	<p>Data which is proven to be reflective of the numbers of stop and search encounters carried out, links effectively to outcomes and can be effectively mapped against crime patterns</p>
<p>Delivery Area 3: Scrutiny Aim: To have systems in place that allow for ongoing internal and external scrutiny of the quality of stop and search encounters</p>	<p>Regular and systematic scrutiny of stop and search processes by the public and key personnel</p>	ACC	March 2015	<p>Evidence of ongoing, meaningful scrutiny of stop and search performance</p>
<p>Delivery Area 4: Community Relations Aim: To ensure that local communities have access to relevant information around stop and search activity and that Gwent Police's use of the power does not impact negatively on public confidence</p>	<p>Increased public confidence in Gwent Police's use of stop and search powers</p>	ACC	March 2015	<p>Examples of positive community interaction around stop and search; implementation of the Stop and Search Best Use Scheme within Gwent; improved access to information around rights, entitlements and complaints</p>

## Objective 7: Disability

To increase the trust and confidence of disabled people in the services provided by Gwent Police and to retain disabled members of staff by enabling them to participate and contribute fully by addressing barriers within the workplace where possible. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
Work with disabled people and people with mental ill health to assess their levels of confidence in Gwent Police.	Services that are informed and improved by 'lessons learned'	Mental Health Lead / Disability Champion	March 2015	Measures in place to assess satisfaction and confidence levels in the policing system
Engage effectively with disabled people in order to develop policing services which are accessible and fit for purpose, including the range of services available to disabled people or people with communication difficulties in emergency and non-emergency situations	Improved access to, and confidence in, policing services for disabled people	Disability Champion / Community Cohesion	March 2016	Disability Forum established, attended by disabled people and representatives of disability organisations Implementation / rejuvenation of contact systems including: <ul style="list-style-type: none"> <li>• SMS 101 / 999 reporting</li> <li>• Pegasus</li> <li>• Autism Card</li> </ul>
Deliver appropriate training to officers and staff around disability and mental ill health	Better informed personnel that are able to deal with members of the public appropriately	L&D / Disability Champion	Ongoing	Examples of awareness sessions/number of officers and staff trained

## Objective 8: Employer of Choice

To build an inclusive and supportive working environment that seeks to eliminate unlawful discrimination, harassment and victimisation. To be an organisation where people are treated with respect, fairness, nurtured and developed in ways that advance equality of opportunity and help deliver an excellent policing service to the citizens of Gwent.

Action	Outcome	Owner	Completed by	Performance Indicator (PI)
<p>To identify key areas where employment data collection needs to be undertaken.</p> <p>Ensure consistent, accurate and robust collation and recording of employee information in terms of Equality data.</p> <p>Identify trends from data collection and take appropriate action to address areas of disproportionality across protected characteristics.</p>	<p>An organisation where members of personnel feel that they are being treated fairly, with respect and that the diversity profile of the work force is balanced across roles/ranks, in particular specialist roles.</p>	<p>HR Manager / Head of L&amp;D / Staff Networks / Equality Champions</p>	<p>Annual progress to March 2016</p>	<p>Ability to capture details relation all protected characteristics.</p> <p>A number of examples that will demonstrate what action has been undertaken to address under representation or disproportionality.</p>
<p>To review flexible working arrangements to ensure that relevant support and associated procedures are in place that reflects the needs of staff and are balanced with those of the organisation.</p>	<p>An organisation which effectively manages flexible working arrangements, supporting the individual (specifically older and disabled workers, carers, and parents) as well as meeting organisational needs.</p>	<p>HR Manager / Support Networks / Maternity &amp; Flexible Working Champion / Gender Equality Champion</p>	<p>March 2015</p>	<p>Information provided in relation to the access, trends, difficulties in granting flexible working and its correlation with sickness and those with caring responsibilities.</p> <p>Updated procedures.</p> <p>Develop flexible working support pack.</p> <p>An enhanced database of information available for staff to access.</p> <p>Film produced to increase knowledge around flexible working.</p> <p>To work with other Equality Champions to align implementation of 'toolkit' and mentoring support 'champions'.</p> <p>Create a list of local support and mentors to support flexible working discussions.</p>

<p>To review maternity arrangements to ensure that relevant support and associated procedures are in place that reflects the needs of the staff.</p> <p>Identify and address any issues in relation to:</p> <ul style="list-style-type: none"> <li>- Line manager knowledge gaps in relation to maternity issues</li> <li>- The restricted roles undertaken by female officers / staff and the impact this may have on development / progression.</li> </ul>	<p>An organisation which effectively supports the individual during the pregnancy, maternity leave and their return to work.</p> <p>Female officers and staff continue to feel valued and not disadvantaged by virtue of having taken a period of maternity leave.</p>	<p>HR Manager / Support Networks / Maternity &amp; Flexible Working Champion</p>	<p>March 2015</p>	<p>Updated procedures. Develop maternity working support pack. Information published in relation to breastfeeding facilities. Evidence of breastfeeding facilities being considered / used. Evidence of line managers increased knowledge in maternity issues. Evidence on whether restricted roles undertaken by female staff / officers impact on development / progression.</p>
<p>To review course delivery material to ensure that, where appropriate, equality is included and mainstreamed as part of all courses.</p>	<p>An organisation where Gwent Police staff treat each other and members of the public with respect, fairness, courtesy and professionally.</p>	<p>Head of L&amp;D</p>	<p>Ongoing</p>	<p>Evidence of reviewed and updated course material.</p>
<p>Review the information currently available, to increase the understanding of how staff can access reasonable adjustments and / or support through Access to Work and provide specific guidance / training for supervisors to enable them to put this into practice.</p>	<p>Disabled officers and members of staff feel supported by Gwent Police.</p>	<p>HR Manager / Support Network / Disability Champion</p>	<p>May 2014</p>	<p>Information available to assist in how police personnel can access reasonable adjustments and / or support through Access to Work. Evidence of efficient access to support. Embedding equality awareness into the value based leadership training planned for first line managers.</p>
<p>To provide guidance / training to ensure that equality impact assessments are mainstreamed within force policies and processes.</p> <p>Ensure equality impact assessments are conducted where changes in the estate or business services result in the relocation of personnel in order</p>	<p>Gwent Police members of personnel feel that when they are disproportionately affected, by the introduction or changes to policies and procedure or in periods of business change, that where</p>	<p>Head of L&amp;D / HR Manager</p>	<p>Ongoing</p>	<p>Evidence of completed Equality Impacts Assessments where business change has taken place.</p>

to identify and appropriately address potential direct and indirect discrimination.	such impact is identified appropriate actions are implemented.			
To implement the outstanding recommendations taken from the Sexual Orientation in the Workplace Survey	Gwent Police is seen as a LGB&T friendly organisation and a great workplace. An organisation that is sensitive to issues relating to sexual orientation and transgender. A workforce that is well informed and educated and where supported, innovative personnel are committed to providing and excellent service to the public.	HR Advisor (LGB&T lead) / LGB&T Network / LGB&T Champion	September 2014	Actions incorporated into new LGB&T Champion Plan
To participate in the Stonewall Equality Index in order to increase our ranking.	Gwent Police is seen as a LGB&T friendly organisation and a great workplace. An organisation that is sensitive to issues relating to sexual orientation and transgender. A workforce that is well informed and educated and where supported, innovative personnel are committed to providing and excellent service to the public.	HR Advisor (LGB&T lead) / LGB&T Network / LGB&T Champion	Annual	Actions to increase the response to the Stonewall Survey. Positive Action. Learning and any action from those who have been bullied or harassed. Education / awareness in relation to LBGT issues.
To scope the feasibility and desire for a Religion / Belief based support network within Gwent Police.	Gwent Police is an organisation that encourages personnel to raise any issues / barriers they experience in relation to religion or belief through the opportunity to introduce a Religion / Belief based support network.	Religion & Belief Champion	August 2014	Engagement work undertaken and results published.
To improve organisational culture and leadership relating to women in the workplace.	Improvements in: - Communication - Male managers demonstrating a better understanding ofw	Gender Equality Champion / GWPA Networks	Annual progress to March 2016	Wellbeing Clinics. Evidence of support provided whilst on maternity leave.

	<ul style="list-style-type: none"> <li>- medical issues</li> <li>- Shift Working</li> <li>- Trust &amp; Confidence surrounding confidentiality issues</li> <li>- Understanding and identification around stress and causes for women's health.</li> </ul>			
To Improve women's attendance in comparison to that of men.	Women's attendance will improve to be in line or better than their male counterparts.	Gender Equality Champion / GWPA Networks	Annual progress to March 2016	Exploration exercise has been undertaken to ascertain real reasons, views captured anonymously, report produced. Female Supervisors supporting RTW processes. Female Champion in force will be created as SPOC for female issues.
To develop a survey on gender issues with equality champions.	Both female and male issues are captured through organisational change.	Gender Equality Champion / GWPA Networks	March 2015	Focus targeted actions on issues concerning staff.

