

Heddlu  
Gwent  
Police

# Joint Strategic Equality Plan 2020-2024

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# Foreword from the Police and Crime Commissioner and the Chief Constable

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Welcome to the second Office of the Police and Crime Commissioner (OPCC) for Gwent and Gwent Police Joint Strategic Equality Plan (SEP) for 2020-2024. Over the last several years, policing has experienced a transformation in responding to changes in demand, increased public expectation and greater diversity in our communities. The impact of technological progress, globalisation and international terrorism have also affected our communities and the nature of crime committed. Recognising these challenges, our joint SEP builds on the progress of our previous collaboration and the alignment of our work to better support the delivery of our Equality Objectives.

Through the SEP, we want to challenge how we think about ourselves, our services and the way they are delivered. We aim to:

- Provide a police service that reflects the communities it serves;
- Foster an organisational culture that demonstrates the importance of equality and inclusivity; and
- Deliver a high-quality service that Gwent's diverse communities are confident to use and engage with.

The police service polices by consent. To continue to do so we must gain the trust and confidence of our communities through transparent, fair and ethical application of the law, and continuous engagement with all our citizens by a workforce that reflects local communities. This document outlines our continued commitment to ensuring that our organisations act with respect for equality, diversity and human rights, and address inequality and challenge discrimination within everything that we do.

International events have shone a spotlight on the relationship between policing and race, and the Black Lives Matter movement has reinforced the need for services to do more to tackle issues of disproportionality wherever they occur. Reports such as the *Lammy Review* and the UK Government's *Race Disparity Audit* both evidenced racial inequalities across the public sector. Similarly, the Equality and Human Rights Commission's report *Being Disabled in Britain*, and publications from Stonewall, such as *LGBT in Britain: Hate Crime and Discrimination* further highlight disparity impacting on specific groups. The disproportionate impact of Coronavirus on our ethnic minority communities has further highlighted issues of "embedded racism" and the need to act now eliminate institutional discrimination<sup>1</sup>. Our SEP recognises that we have these significant challenges to address, as well as our responsibility to effectively deliver a relevant service that address all inequality and promotes equity across all the protected characteristics.

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<sup>1</sup> <https://www.bbc.co.uk/news/uk-wales-53539577>

We acknowledge that policing can create disparity, but it also needs to manage the consequences of disparity within other public services, such as those experienced in the wider criminal justice process. Events and reports such as these make it clear that we cannot do this alone and must take a joined-up approach with our communities, partners and our officers and staff in order to be successful.

Whilst the SEP provides a framework that supports our delivery of the changes needed to best serve our communities, it is equally about how we recruit, train, manage and develop our officers and staff. It is also important that as far as we are able, we ensure that our workforce visibly reflects the communities we serve, increasing public confidence in our understanding of our citizens' needs and expectations.

In its response to the Home Affairs Select Committee report on diversity in policing, the UK Government restated its view that a diverse workforce representing the communities served goes right to the core of the British principle of policing by consent. This enhances the level of skill and talent of our workforce and assists in improving our understanding of all communities and our ability to tackle the crimes affecting them.

During 2019/20, we welcomed 59 new recruits to Gwent Police, 24 of whom were part of the UK Government's Operation Uplift recruitment drive. Recruitment processes are supported by the Positive Action Outreach Officers who actively engage with our under-represented communities, promoting career opportunities within Gwent and providing information on the support available. In this way, we hope to increase the diversity of successful applicants into policing roles in Gwent and provide greater support and opportunities for the retention and promotion of individuals within the existing workforce.

The priorities set out in our SEP are now more important than ever. They will help to drive necessary institutional change and contribute to improved community cohesion by identifying and tackling inequality and disproportionality within policing and the wider criminal justice process, providing an increased sense of inclusion across the police service. They will also help us to prepare for the introduction of the socio-economic duty in Wales in March 2021.

We would like to thank the public, our partners and our officers and staff who have contributed to the development of this SEP and we look forward to seeing the difference we make as we deliver our shared goals.

Jeff Cuthbert  
Police and Crime Commissioner

Pam Kelly  
Chief Constable

# 1.0 Introduction

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## 1.1 What does Gwent look like?

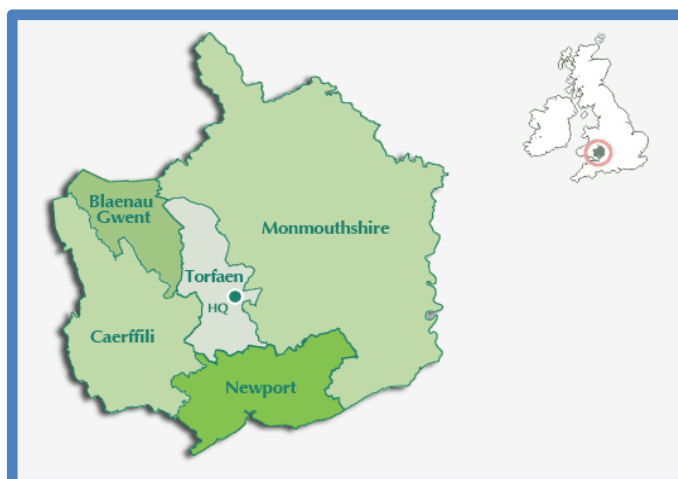
Gwent has a total population of 583,500 people living within five local authorities; Blaenau Gwent, Caerphilly, Monmouthshire, Torfaen and Newport.

Gwent covers 155,542 square km and its population has increased by 2% over the last 10 years. The county is economically and culturally diverse, with areas of both affluence and deprivation. 12% of Gwent is defined as “most deprived”<sup>2</sup>.

Socio-economically disadvantaged communities present additional policing challenges. They may be more vulnerable to crime, particularly where poverty intersects with characteristics such as race and disability.

In Gwent, we have an ethnic minority population of around 5.5%, rising to around 15% in Newport. Newport has the highest proportion of people from a non-White British background in Wales, second only to Cardiff.

- **Religion (Gwent)<sup>3</sup>**
  - 49.6% Christian
  - 47.1% No religion
  - 2.3% Muslim
  - 2.8% Other Religion
- **Sexual orientation (UK)<sup>4</sup>**
  - Estimated population of people that identify as lesbian, gay or bisexual is 5%
- **Disability (Gwent)<sup>5</sup>**
  - 82,000 people of working age
- **Race/Ethnicity (Gwent)<sup>6</sup>**
  - 94.5% White
  - Around 5.5% Ethnic Minority
- **Welsh Language (Gwent)**
  - Speak, read and write:
    - Gwent 6.9%
    - Wales 16.3%



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<sup>2</sup> <https://gov.wales/welsh-index-multiple-deprivation-full-index-update-ranks-2019>

<sup>3</sup> <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Religion/religion-by-region>

<sup>4</sup> <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Sexual-Orientation/sexualidentity-by-year-region-identitystatus>

<sup>5</sup> <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability>

<sup>6</sup> <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Ethnicity/ethnicity-by-area-ethnicgroup>

## 1.2 The Role of the Police and Crime Commissioner

The Commissioner, together with the Chief Constable, is responsible for policing in Gwent. The Commissioner ensures that Gwent Police is efficient and effective and seeks to improve the performance and standards of the local policing services delivered to communities. Part of the Commissioner's role is to make sure local people have a say in how their area is policed and to hold the Chief Constable to account for the delivery of these services.

The Commissioner has eight statutory responsibilities which are listed on the OPCC website: <https://www.gwent.pcc.police.uk/en/about-us/my-responsibilities/>. The key responsibility underpinning our SEP is supporting and enabling the Commissioner in:

***“...holding the Chief Constable to account for the performance of the Force's officers and staff, including any duties relating to equality and diversity”***

The OPCC supports the Commissioner in carrying out this duty by scrutinising and monitoring Gwent Police's equality activities through representation on the People and Diversity Board and on each of the Force's meetings and forums, as well as at the Commissioner's public-facing Strategy and Performance Board.

All the objectives in the SEP reflect the core values and priorities of the Commissioner's Police and Crime Plan for Gwent:

<https://www.gwent.pcc.police.uk/en/transparency/publications/police-and-crime-plan/>.



Gwent Police's performance against the Police and Crime Plan priorities is achieved through the Police and Crime Delivery Plan set by the Chief Constable.

In addition to these established governance arrangements, the joint SEP means that the way in which the OPCC monitors and scrutinises Gwent Police's equality performance can be more closely linked to the Force's objectives, particularly in response to matters of disproportionality and the impacts on specific communities.

The Police and Justice Act 2006 provides an extended duty for the OPCC to:

- ***Promote diversity within the OPCC and the Police force***
- ***Monitor Force performance in complying with the Human Rights Act***

## 1.3 How do the Police operate?

### Gwent Police's Structure

Gwent Police has two Local Policing Areas – East, which covers the local authority areas of Newport and Monmouthshire, and West, which incorporates Caerphilly, Torfaen and Blaenau Gwent. Gwent Police has an establishment of 1335 officers, 727 staff and 122 Community Support Officers (CSOs) (correct as of 31/03/20).

Our workforce is 10.3% larger than in 2016. During 2019/20, Gwent Police dealt with 181,170 incidents and 57,282 crimes.

Gwent Police can be split into the following service areas. Each has been involved in the development of our SEP and is responsible for various aspects of its delivery.

- **Neighbourhood Policing and Partnership** – includes neighbourhood policing, response policing and the investigation of volume crime.
- **Crime Investigation** – includes public protection, serious and organised crime, intelligence and major incidents.
- **Operational Support** – includes the Force Communications Suite.
- **Criminal Justice** - including custody and information services.
- **Continuous Improvement** – includes Business Change, Service Improvement, Diversity and Inclusion, and Governance.
- **Business Support** – includes Information and Communications Technology (ICT), People Services, Fleet, Estates and Finance.

A summary of our current employment profile can be found here:

<http://www.gwent.police.uk/informationpoint/equality-and-diversity/equality-information/employment-equality-data/>.

### Gwent Police's Values

Our commitment to equality is also reflected in Gwent Police's five core values which act as a central pillar to everything we do. We strive to be **Trusted, Fair, Professional, Caring and Responsive**.

In addition to our core values, Gwent Police also expects all officers and staff to abide by the national Code of Ethics and:

- Uphold the law regarding human rights and equality
- Treat all people fairly and with respect
- Treat people impartially

Gwent Police aspires to be an “Employer of Choice”, an organisation that people choose to work for because of the way that we support, value and encourage them.

## **2.0 Equality Act 2010**

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### **2.1 General Duties**

The Equality Act 2010 promotes equality for the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

The General Equality Duty is one section of the Act which both the OPCC and Gwent Police must have due regard to the need 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.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Duty applies to both our employees and members of our communities who share protected characteristics.

### **2.2 Specific Duties**

In order to assist public bodies, there are also ‘Specific Regulations’ which set out in more detail how we can work towards achieving the aims of the Public Sector Equality



Duty (PSED). There are different Specific Regulations for England and Wales, and as the police service is not devolved, we are legally obliged to meet the English Regulations. However, as a Welsh public service working with devolved partner organisations, wherever possible, we will be seeking to also meet the requirements of the Welsh Regulations. To do this, Gwent Police and the OPCC will continue to:

- **Publish annual equality information** relating to the protected characteristics of our employees and the protected characteristics of people affected by our policies and practices.
- In consultation with our staff and our communities, **set several Equality Objectives**.
- **Publish a SEP every four years** that sets out how we will seek to ensure we meet our Equality Objectives.
- **Publish annual updates** on our SEP.
- Assess the impact of our proposed policies and practices against our General Equality Duty by **continuing to use our Equality Impact Assessment processes**.

As well as the Specific Regulations, the OPCC has two additional duties:

- **Engage with people who share protected characteristics** regarding how decisions, policies, and interventions have an impact on them individually or in the community; and
- **Consider the extent to which equality considerations are relevant and proportionate** to the subject matter of procurement contracts.

On March 31st 2021, the socio-economic duty comes into force in Wales. This means that, when making strategic decisions, we will need to consider how we can reduce inequalities associated with socio-economic disadvantage.

## 2.3 Equality Information

In paying due regard to the PSED, the OPCC and Gwent Police identify, collect and publish Equality Information about the protected characteristics of people that are affected by our policies and practices.

The four Welsh Police Forces have agreed that the following information held by the police is relevant and should be published annually:

- Information about hate crimes and incidents reported to us;
- Information about stop and search;
- Information about violent crime committed against women;
- Information about user satisfaction;
- Information about complaints; and
- Statistical information about the officers and staff that we employ.

The OPCC will publish the following equality information:

- Statistical information about the staff we employ; and
- Independent scrutiny reports on stop and search and use of force.

Equality information that OPCC and Gwent Police have already published can be found here:

OPCC: <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-duty/>

Gwent Police: <http://www.gwent.police.uk/informationpoint/equality-and-diversity/equality-information/>

Collecting and analysing equality information will help us to:

- Carry out effective Equality Impact Assessments;
- Identify areas where people with protected characteristics are under-represented or are experiencing a disproportionate impact; and
- Ensure our Equality Objectives remain relevant and fit for purpose.

## **2.4 Assessing the Impact**

Equality Impact Assessments are undertaken across all areas of organisational business to assess and evidence how a policy or activity will support us in working towards our equality duties, as well as identify and seek to address any potential negative impact on people that share protected characteristics. Both the OPCC and Gwent Police will undertake this process to ensure that the policies, activities and decisions made by each organisation consider the impacts on the people concerned.

We publish our Equality Impact Assessments here:

OPCC: <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-analysis/>

Gwent Police: <http://www.gwent.police.uk/foi/publishscheme/policiesprocedures/>

## **3.0 How we developed our Equality Objectives 2020–2024**

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### **3.1 Research**

In preparing this SEP we have reflected upon our previous joint Plan to ensure that we continue to learn and improve and maintain our momentum. In developing these objectives, we have considered the following:

## **Review of our 2016-2020 Equality Annual Reports**

The Objectives in our new SEP reflect the progress that has been made over the past four years against our previous actions, building on good practice and seeking to fill any potential gaps that need to be taken forward over the next period. You can read about Gwent Police and the OPCC's progress against the previous SEP in our annual updates:

OPCC: <https://www.gwent.pcc.police.uk/en/transparency/know-your-rights/equality-and-diversity/strategic-equality-plan/>

Gwent Police: <http://corporate.gwent.police.uk/informationpoint/equality-and-diversity/>

## **Engagement with Staff and Communities**

Our engagement must be open, inclusive and accessible to everyone who has an interest in this work, and we acknowledge that it should be a continual process. We have continued to involve people through the life of our SEP, drawing on the experience of a wide range of stakeholders to inform our detailed actions, our successes, and our further improvements.

The OPCC and Gwent Police have engaged and consulted to understand people's policing priorities and the equality challenges that subsequently arise. This process included both online surveys and face-to-face engagement (see sections 3.2 and 3.3).

Our engagement processes are firmly embedded so that we can hear and respond to what our diverse communities have to say about policing services in Gwent. Additionally, we have carried out focused engagement with our officers and staff in both organisations to further support our work.

In recognition of the renewed focus on policing and communities, we have ensured that the Equality Objectives promote and support inclusive and responsive engagement with those most affected by our actions.

## **Analysis of Engagement Information**

Together with stakeholders we reviewed the proposed Objectives to ensure that we are prioritising the right things for the next four years.

Public consultation on the Equality Objectives began in March 2020, combining face-to-face engagement and an online survey. Due to the impact of Coronavirus and lockdown, face-to-face engagement was limited. However, we contacted 58,000 residents via the community messaging system that people sign-up to, as well as sharing the survey multiple times on our social media channels. An extensive list of Gwent-based support groups were also contacted, including groups focusing on race, disability, sexual orientation, young people, mental health, Welsh language and our own volunteers.

A Joint Consultation Evaluation Report has been produced that provides the outcomes of the engagement activity, as well as additional supporting evidence as outlined in the following sections. This is available on the OPCC website.

### **Current Crime Issues and Crime Trends**

All crime has an impact on equality and diversity. It is therefore important to understand the types of crime that are dealt with by Gwent Police. The Commissioner's Police and Crime Plan outlines key crime issues that cause the most serious harm in our communities, such as domestic and sexual abuse, criminal exploitation, modern day slavery and human trafficking, serious violence, and anti-social behaviour.

### **Analysis of Gwent Police Data**

The OPCC, in consultation with Gwent Police, has developed an Organisational Performance Framework that supports the Commissioner's scrutiny of local Police performance against the Police and Crime Plan. Information provided within the Performance Framework is drawn from Gwent Police systems and has been used to inform our Equality Objectives. This information is useful in assessing whether national trends are reflected in Gwent and allows us to identify more specific local issues that may not be identified nationally. We will continue to analyse and review local information to ensure our objectives remain relevant.

### **Analysis of National Research**

National research has always been important in developing our local Equality Objectives. We have considered national information and reports from bodies such as the Equality and Human Rights Commission (EHRC), the Wales Audit Office (WAO), the Independent Office for Police Complaints (IOPC), Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), as well as Welsh Government (this list is not exhaustive).

### **National Police Chiefs Council (NPCC)**

The NPCC Diversity, Equality & Inclusion Strategy has three key elements that enable success centred on the personal leadership of all Chief Constables and their chief officer teams. These elements are:

- Our Organisation
- Our Communities
- Our Partners

We have taken these into account when deciding upon our objectives.

## **3.2 Online Survey**

In March 2020, the OPCC launched the joint OPCC and Gwent Police online Equality Objectives Survey. The survey was widely publicised and a total of 771 responses to

the survey were received, including 102 paper-based responses obtained through face-to-face engagement.

The following demographic information was provided by participants:

- **Age** - Under 18: 5.2%; 18-24: 1.1%; 25-40: 8.7%; 41-55: 20.4%; 56-75: 49.5%; Over 75: 13.5%; Prefer not to say: 1/7%
- **Ethnicity** – White British: 92.5%; White Irish: 0.5%; Any other White background: 1.5%; Asian British: 0.5%; Asian Pakistani: 0.3%; Asian Indian: 0.8%; Black British: 0.3%; Black Caribbean: 0.3%; White and Black African: 0.3%; White and Black Caribbean: 0.3%; Any other mixed background: 0.9%; Any other ethnic group: 0.5%
- **Religion/Belief** – Christian: 65.2%; Muslim: 0.6%; Hindu: 0.6%; Jewish: 0.1%; Sikh – 0.1%; Buddhist: 0.7%; Prefer not to say: 11%; Other: 22% (No belief; Agnostic; Atheist; Wicca; Jehovah’s Witness; Spiritual; Sanatan Dharma; Sceptic; Humanism; Pagan; Druid; Post-Christian; Taoist)
- **Gender** – Female: 48.6%; Male: 47.5%; Transgender: 0.3%; Non-binary: 0.5%
- **Sexual Orientation** – Heterosexual: 86.8%; Lesbian/Gay: 2%; Bisexual: 2%; Other: 2%
- 15.7% of respondents stated they had a physical or mental impairment that has a substantial and long terms effect on their ability to carry out normal or day to day duties.

### 3.3 Focus Groups and Engagement

To complement the online survey, the OPCC began face-to-face engagement with a range of community groups. However, due to the advent of Coronavirus and the restrictions imposed across the UK in the latter part of March 2020, it was only possible to undertake a few meetings before all face-to-face contact was halted. Subsequently, resources were channelled into promoting and supporting the online survey, and virtual contact was provided to anyone wishing to discuss their feedback.

Face-to-face engagement by OPCC staff took place at the:

- EYST Black, Asian and Minority Ethnic (BAME) Forum.
- Newport Carers Network.
- Talk Blaenau Gwent event.
- OPCC Gwent Youth Question Time event.

At the Youth Question Time event, attendees participated in a dot voting exercise to provide their opinions on the proposed objectives and give any other feedback for consideration. Nine schools and youth groups attended, and 37 people took part in the engagement exercise on the day.

In lieu of the planned workshop activity with OPCC staff, a tailored survey was developed from the public consultation. This enabled colleagues to not only provide

their views on the proposed objectives, but also to suggest any work activities undertaken that would support the successful achievement of the objectives. 12 responses were received out of a possible 18.

Gwent Police also carried out an online consultation exercise with officers and staff that explored issues linked to the four main Objectives, namely:

- Creating a representative workforce and promoting equality of opportunity
- Improving access, engagement and cohesion
- Supporting vulnerable people
- Fostering positive community relations.

220 responses were received in total, with around 100 comments provided in response to the question “*What do you think Gwent Police could do better to promote equality, diversity and inclusion?*” A separate internal summary report has been shared to enable chief officers to consider the feedback and identify appropriate activity within Force delivery plans.

We were also able to incorporate feedback to both organisations from ongoing engagement with communities through the year, including observations and findings from:

- Regular meetings with the Independent Advisory Group (a group of community members that provide advice to Gwent Police and act as a critical friend);
- Engagement with the Staff Support Networks (Gwent Police LGBT&Q Network, Gwent Police Ethnic Minority Association, Gwent Women in Policing Network, Gwent Police Disability Support and Carers Network, Gwent Police Flexible Working Network, Welsh Language Speakers and Learners Network, the Christian Network, and the Mental Health Network);
- Regular Meetings with the Interfaith Network;
- Attendance at events through the year, such as Cardiff Pride, the Newport 50+ Information Day, Youth Question Time;
- Feedback from the national LGBT&Q Conference and the Women’s Conference, both hosted by Gwent Police;
- Surveys conducted throughout the year (for example, the victim satisfaction survey and the Your Voice survey undertaken twice per year to capture community priorities);
- Engagement around specific areas of work (for example, stop and search) with communities that are particularly affected; and
- Regular meetings with community groups that engage with people that share protected characteristics.

## 4.0 Our Joint Equality Objectives

The overarching intention of our joint Equality Objectives is to ensure that we **embed and promote the principles of equality, diversity and inclusion**, while **challenging discrimination** as an organisation and as individuals. Our objectives will be supported by clear activities and performance goals. Where possible, our ambitions and success criteria will be contained within our Equality Delivery Plans (see section 6.0).

### Equality Objective One

**Supporting Vulnerable People:** To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.

<b>Themes</b>	<ul style="list-style-type: none"> <li>• Violence Against Women, Domestic Abuse and Sexual Violence</li> <li>• Hate Crime and Disability-Related Harassment</li> <li>• Early intervention and prevention</li> <li>• Criminal exploitation of children and other vulnerable people</li> <li>• Modern Day Slavery and Human Trafficking</li> <li>• Fraud and cyber-crime</li> <li>• Crimes against older people</li> </ul>	
<b>Key Actions</b>	<b>Gwent Police</b> Raise awareness and increase confidence of victims of domestic abuse and sexual violence to report incidents  Ensure we increase the numbers of the crimes we record  Deliver high quality recording and investigation of these incidents  Deliver high performance in both the recording and investigations of hate crime and incidents.  Raise awareness and increase the reporting of hate incidents through our outreach and	<b>OPCC</b> Scrutinise Gwent Police’s performance relating to recording and investigation of domestic abuse and sexual violence  Work with partners to provide funding and effective services for all victims and survivors  Scrutinise Gwent Police’s recording and investigation of hate crime and support provided to hate crime victims  Work with criminal justice and other partners to provide better outcomes for hate crime victims  Work with partners to identify and support opportunities for early intervention and prevention initiatives

<p><b>community engagement sessions</b></p> <p><b>Build on our partnership with the Crown Prosecution Service to ensure that the opportunities for positive outcomes for victims are maximised</b></p> <p><b>Review and respond to the data from the Performance Framework to ensure improved outcomes for hate crime victims</b></p> <p><b>Ensure effective delivery of the Vulnerability Strategy</b></p> <p><b>Increase victim satisfaction for the vulnerable through better communication and community engagement</b></p> <p><b>Support events that promote gender equality and highlight violence against women and girls</b></p> <p><b>Make people who are vulnerable to criminal exploitation safer by working with our partners to safeguard them and improve outcomes where they are victims of crime</b></p> <p><b>Increase the number of recorded crimes involving Modern-Day Slavery and Human Trafficking and ensure they are thoroughly investigated, capturing any lessons learned</b></p> <p><b>Identify and support victims of scams, fraud and cyber-crime</b></p> <p><b>Identify and support older people who are victims of crime</b></p> <p><b>Identify and support victims of criminal exploitation</b></p> <p><b>Support people in mental health crisis to ensure they</b></p>	<p><b>Monitor Gwent Police’s delivery against the Vulnerability Strategy and suggest improvements where appropriate</b></p> <p><b>Work with partners to provide sustainable interventions and support for those at risk of, or engaged with criminal exploitation</b></p> <p><b>Through the Gwent Strategic Criminal Justice Board, work with partners to ensure access to effective criminal justice processes and improved outcomes for victims</b></p> <p><b>Monitor Gwent Police’s recording and investigation of incidents of Modern-Day Slavery and Human Trafficking</b></p> <p><b>Increase public awareness of cyber-crime, how to report it, the support available and how to access it</b></p> <p><b>Work with partners to ensure an effective response to crimes specifically affecting older people, including scams, doorstep crime, and online fraud</b></p> <p><b>Work with partners to provide a sustainable Adverse Childhood Experiences programme for children living in Gwent</b></p> <p><b>Maximise opportunities to identify improved mental health and wellbeing as an outcome from early intervention and prevention work</b></p>
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	<p><b>have access to appropriate health services provision</b></p> <p><b>Ensure that Intervention &amp; Prevention opportunities, particularly in relation to mental health issues are maximised for our community members</b></p>	
<b>Desired Outcomes</b>	<ul style="list-style-type: none"> <li>• An increase in reported incidents and recorded crimes from groups that have been identified as less likely to report</li> <li>• An increase in reported hate incidents and recorded hate crimes</li> <li>• An increase in reported domestic abuse incidents and recorded crimes</li> <li>• An increase in criminal justice outcomes against those who offend in these areas</li> <li>• A reduction in repeat offenders in these areas</li> <li>• Victims have greater confidence to report their experiences</li> <li>• Partnership working provides sustainable opportunities for early intervention and prevention</li> <li>• Victims and service users are provided with appropriate support</li> <li>• Improved victim satisfaction in the services received</li> </ul>	

## Equality Objective Two

**Legitimacy and Fairness:** To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.

<b>Themes</b>	<ul style="list-style-type: none"> <li>• Stop and Search and Use of Force</li> <li>• Custody</li> <li>• Out of Court Disposals</li> <li>• Complaints</li> <li>• Public Satisfaction</li> <li>• Transparency</li> </ul>	
<b>Key Actions</b>	<b>Gwent Police</b>	<b>OPCC</b>
	Understand fully that where racial disproportionality occurs within both Stop & Search and Use of Force incidents, we can	Provide independent scrutiny of Gwent Police's use of force and stop and search powers

	<p><b>provide transparency and the rationale for such</b></p> <p><b>Assure our communities that we use our powers legitimately, proportionately and fairly</b></p> <p><b>Engage with our communities, especially its younger members, so they may understand fully our rationale for the use of stop and search and use of force</b></p> <p><b>Identify and document information relating to “out of court disposals” in relation to the protected characteristics</b></p> <p><b>Identify and explain the number of complaints and dissatisfactions received by Professional Standards from people with protected characteristics</b></p> <p><b>Reduce the number of first time entrants into the youth justice system and document and evidence how our work with partners reduces the risk of children offending</b></p> <p><b>Ensure that our referrals to youth “diversion schemes” are available to all, irrespective of protected characteristic</b></p> <p><b>Evidence that the Force’s Performance Framework captures protected characteristic data and it is used to understand any aspects of disparity and how to overcome them</b></p> <p><b>Evidence how we are striving to reduce the number of children held temporarily in custody, and review occasions where children are held in custody overnight</b></p> <p><b>Ensure people in a “mental health crisis” are provided with</b></p>	<p><b>Monitor Gwent Police data to ensure that all stop and search and use of force activity is proportionate and fair and make recommendations for improvements</b></p> <p><b>Build trust and confidence with young people and BAME communities regarding the use of police powers and their rights as citizens</b></p> <p><b>Scrutinise S136 use of custody as a place of safety for people experiencing mental health crisis</b></p> <p><b>Ensure that opportunities for diversion from custody are proportionately offered to those matching eligibility criteria</b></p> <p><b>Work with Gwent Police to ensure improve the experiences of people with additional needs in custody</b></p> <p><b>Scrutinise the use of Out of Court Disposals in Gwent, particularly for children and people from ethnic minority backgrounds</b></p> <p><b>Develop effective monitoring and scrutiny arrangements for complaints, including those made in respect of discrimination, that enable us to hold Gwent Police to account</b></p> <p><b>Ensure that the Organisational Performance Framework effectively records data for protected characteristics to ensure that services and activities are inclusive to provide reassurance of effective delivery</b></p> <p><b>Review and challenge the outcomes of Gwent Police vetting processes to ensure they are fair and effective</b></p> <p><b>Ensure the impacts of decisions and activities are understood by the organisation to provide public</b></p>
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	<p><b>treatment by the most appropriate service provider</b></p> <p><b>Ensure our vetting processes are fair and transparent, irrespective of a person's protected characteristic</b></p> <p><b>Ensure our complaints procedures are fair and transparent, irrespective of protected characteristic</b></p> <p><b>Ensure that the Force considers all its actions have an impact on its communities</b></p>	<p><b>assurance of considerations and actions to address inequalities</b></p> <p><b>Evidence how our vetting processes are fair and transparent irrespective of a person's protected characteristic(s)</b></p>
<p><b>Desired Outcomes</b></p>	<ul style="list-style-type: none"> <li>• Disproportionality is identified, scrutinised and reduced where possible</li> <li>• Improved understanding of and community confidence in our use of police powers</li> <li>• Increased, proportionate and effective use of Out of Court Disposals</li> <li>• A reduction in the number of first-time entrants into the youth justice system</li> <li>• Improved public confidence and satisfaction in the services provided by Gwent Police and the OPCC, particularly amongst ethnic minority communities</li> <li>• Decisions made are evidence-based, proportionate and transparent</li> </ul>	

### Equality Objective Three

**Access, Engagement and Inclusion:** To ensure that the services delivered by the Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work we do promotes inclusion and cohesion

<p><b>Themes</b></p>	<ul style="list-style-type: none"> <li>• Access to policing services and information</li> <li>• Working with partners</li> <li>• Community inclusion and cohesion</li> <li>• Community engagement</li> <li>• Children and Young People</li> <li>• Commissioning (OPCC only)</li> </ul>
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	<ul style="list-style-type: none"> <li>• Access to Victims Services</li> </ul>	
<b>Key Actions</b>	<b>Gwent Police</b>	<b>OPCC</b>
	<p>Evidence how the public can access our services, in person or through other mediums, and communicate irrespective of vulnerability or protected characteristic</p> <p>Ensure we continue to improve the trust and confidence that our Gypsy Roma Traveller / Asylum Seeker and Refugee communities have in us</p> <p>Ensure we identify / respond to community tensions and work with partner organisations accordingly</p> <p>Develop further training of both officers and staff to understand our diverse communities and what barriers they face in accessing and participating in local policing</p> <p>Ensure officers and staff can further develop relations with diverse communities to increase their confidence, reporting and local participation</p> <p>Ensure we continue to build relations with our faith communities</p> <p>Further develop the Joint Engagement and Communications Strategy</p> <p>Ensure the Estates Strategy complies with the Equality Act 2010, benefitting both the public and staff</p> <p>Evidence how working in partnership with organisations maximises our cohesion and inclusion initiatives</p>	<p>Ensure that the PCC's Estate Strategy promotes inclusion to provide police premises that are physically accessible</p> <p>Gain a better understanding of the barriers and challenges for people in accessing or participating in local policing to drive improvements in our engagement and accessibility</p> <p>Work with Gwent Police and partners to better understand and implement local approaches to Gypsy, Roma and Traveller communities</p> <p>Work with partners to maintain and improve approaches to the Mental Health Crisis Care Concordat</p> <p>Work with Gwent Police and other partners to provide an effective response to community tensions</p> <p>Work with partners to support initiatives to promote and strengthen community cohesion, inclusion and integration</p> <p>Maximise opportunities for the IAG and Community Cohesion Groups to influence and support the work of the OPCC</p> <p>Engage with communities to understand views and regarding policing services and treatment to inform strategic processes, such as the Police and Crime Plan and the Strategic Equality Plan</p> <p>Develop proactive and inclusive engagement with our faith communities</p> <p>Work with Gwent Police to promote and embed the principle</p>

	<p><b>Work with the OPCC to ensure that children and young people are treated according to their age</b></p> <p><b>Implement our new structure for the IAG and Community Cohesion Groups to maximise community relations, whilst providing a challenge of our work</b></p> <p><b>Evidence how people from diverse communities are not treated less favourably in accessing victim support services</b></p>	<p><b>that children and young people are treated according to their age</b></p> <p><b>Ensure that commissioned services consider and, when appropriate, actively support the needs of people with protected characteristics</b></p> <p><b>Support Connect Gwent to provide all victims of crime with access to appropriate support according to their needs</b></p> <p><b>Understand the barriers for under-represented victims to accessing victim services and work with commissioning processes to identify and implement improvements</b></p> <p><b>Explore additional opportunities for independent scrutiny and challenge</b></p>
<p><b>Desired Outcomes</b></p>	<ul style="list-style-type: none"> <li>• A local Police service that understands and meets the needs of its diverse communities</li> <li>• Partnership working identifies opportunities to deliver and improve services collaboratively</li> <li>• Activities that support cohesive and inclusive communities</li> <li>• Children and young people are actively listened to and their needs considered</li> <li>• Commissioning and funding processes are accessible and respond to the needs of communities</li> <li>• Increased engagement amongst minority communities</li> <li>• A strong, three tiered, effective IAG structure.</li> </ul>	

## Equality Objective Four

**Creating an Inclusive Workforce and Promoting Fairness:** Work towards a representative workforce and an inclusive workplace culture, and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination

<b>Themes</b>	<ul style="list-style-type: none"> <li>• Positive Action</li> <li>• Gender Equality</li> <li>• Wellbeing in the Workplace</li> <li>• Staff Engagement</li> <li>• Training</li> <li>• Socio-economic deprivation</li> </ul>	
<b>Key Actions</b>	<b>Gwent Police</b>	<b>OPCC</b>
	<p>Evidence the work being undertaken to achieve this objective via the Representative Workforce Strategy document</p> <p>Conduct Workforce surveys to test if our staff feel valued and fairly treated</p> <p>Evidence how our volunteers' programmes promotes equality and seek diverse representation</p> <p>Document how the current (and future) working environment promotes positive well-being.</p> <p>Evidence how our staff are capable, effective and engaged and have a greater understanding of well-being in the workplace.</p> <p>Monitor disproportionality in the number of conduct investigations conducted by PSD.</p> <p>Ensure that Force Training Day's raise awareness of equality and diversity issues in their programmes.</p>	<p>Identify opportunities to improve the diversity of the OPCC workforce</p> <p>Consider how equality can be built into independent member and volunteer recruitment</p> <p>Scrutinise Gwent Police's compliance with gender pay gap requirements and any resulting actions to address imbalance</p> <p>Review the OPCC's gender pay performance and work to address any imbalance</p> <p>Develop the OPCC's commitment to the HeForShe initiative to further support gender equality</p> <p>Monitor the delivery of internal mental health and wellbeing initiatives</p> <p>Support staff to feel empowered to raise issues of unfair treatment in the workplace relating to protected characteristics (including bullying, harassment and/or sexual misconduct)</p> <p>Encourage staff with protected characteristics to discuss their needs with line managers to</p>

	<p><b>Ensure that Gwent Police is an employer of choice.</b></p> <p><b>Work with the OPCC to further develop the HeForShe initiative</b></p> <p><b>Positively support staff with a protected characteristic to access progression and developmental routes.</b></p> <p><b>Maximise the Force’s volunteering opportunities, ensuring that they are available to all, irrespective of protected characteristic.</b></p> <p><b>Evidence how we monitor, and address Gender pay issues.</b></p>	<p><b>enable the OPCC to provide appropriate support</b></p> <p><b>Ensure that staff with any needs connected to protected characteristics are supported within the workplace</b></p> <p><b>Raise workforce awareness of matters relating to equality, diversity and inclusion</b></p> <p><b>Promote employment and volunteering opportunities within communities that face a greater socio-economic disadvantage</b></p>
<p><b>Desired Outcomes</b></p>	<ul style="list-style-type: none"> <li>• A more balanced workforce that better represents the population of Gwent across all protected characteristics.</li> <li>• An increase in the number of officers and staff who have protected characteristics at all ranks.</li> <li>• Increased representation of under-represented groups employed by Gwent and the OPCC.</li> <li>• An increase the annual proportion of officers and staff recruited with under-represented protected characteristics.</li> <li>• Reduced gender and ethnicity pay gaps</li> <li>• Reduced disproportionality in conduct investigations conducted by PSD.</li> <li>• A greater understanding and acceptance of mental health and wellbeing within the workplace.</li> <li>• A reduction in the amount of absence caused by mental ill health.</li> <li>• An increase in officers and staff reporting that they are treated fairly and feel valued by the organisation.</li> <li>• A capable, effective, engaged and informed workforce</li> <li>• Socio-economically disadvantaged communities feel empowered to take up policing-related opportunities.</li> </ul>	

## 5.0 Complying with Welsh Language Standards

Under their respective Welsh Language Standards, the Commissioner and Chief Constable have set out a joint commitment to working towards delivering a bilingual

policing service for the communities of Gwent. The Joint Welsh Language Strategy contains four key pledges:

- Engage effectively with Welsh speakers within our communities in order to shape the service we provide
- Promote our Welsh language services to the public
- Increase the proportion of Welsh speakers that we employ across both organisations
- Create a workplace culture that recognises the value of delivering a service through the medium of Welsh

Compliance with the Standards and progress against the pledges is reported separately; however, Welsh language is included within our Equality Impact Assessment processes to ensure that consideration is given to advancing equality of opportunity and promoting use of Welsh as part of our daily business.

## **6.0 Monitoring our Equality Objectives**

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### **Delivery Plans**

The OPCC and Gwent Police will produce Delivery Plans to determine the actions and activities to be taken by the various business areas and departments in each organisation. Our Equality Objectives will be supported by clear key performance goals. Where possible, our ambitions and success criteria will feature within our Plans, which will benchmark where we are now and set out where we aim to be in 2024.

These Plans will be internal working documents that will be used to monitor progress against the objectives under OPCC and Gwent Police governance and reporting processes, and to inform the production of our Annual Reports.

### **Scrutiny**

Gwent Police will monitor progress of its Equality Delivery Plan at the People Strategy Board which is chaired by the Deputy Chief Constable, and the relevant workstream meetings. The Board has representation from Gwent Police's Independent Advisory Group, Staff Associations, Work stream Leads and the OPCC. The Board ensures delivery of the Equality Objectives, allowing the OPCC to monitor Gwent Police's progress against the SEP, and enabling discussion of any additional matters that relate to equality and diversity.

The OPCC will monitor its own progress against the SEP via regular updates to its Management Board. Progress will also be highlighted to the Police and Crime Panel as appropriate.



## Annual Report

Each year, we will produce separate Annual Reports to update our communities and staff on how each organisation is meeting the objectives set out in the SEP. These reports will include details of progress, areas requiring further development and if necessary, details of any proposed changes to the objectives. All our Annual Reports are provided to the Strategy and Performance Board and made public on the OPCC and Gwent Police websites.

## 7.0 Conclusion and Contact Information

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Both the OPCC and Gwent Police are working together to challenge inequality through the Equality Objectives within this SEP. We work within the requirements of the legislation and any guidance produced by the EHRC.

The SEP is a framework of our intended work linked to equality issues over the next four years. It does not provide an exhaustive list of all the activities undertaken by the OPCC and Gwent Police that promote and advance equality. It is, however, an outline of our key strategic focus.

Over the lifetime of the SEP, we will adapt to the changing needs of our communities, challenges in the social and political landscape, and changes in policing. We will continue to review and monitor our work to ensure that the people of Gwent are provided with a fair, efficient and effective police service that understands and meets the needs of all communities.

If you have any comments or queries on our SEP, you can contact us in several ways:

Gwent Police Diversity and Inclusion Team  
Gwent Police Headquarters,  
Croesyceiliog,  
Cwmbrân  
NP44 2XJ  
Tel: 01633 247907  
Email: [diversityandinclusion@gwent.pnn.police.uk](mailto:diversityandinclusion@gwent.pnn.police.uk)

Office of the Police and Crime Commissioner,  
Gwent Police Headquarters,  
Croesyceiliog,  
Cwmbrân  
NP44 2XJ  
Tel: 01633 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)

You can also contact the Equality and Human Rights Commission for any general query related to equality and diversity:

Equality and Human Rights Commission (EHRC) – Wales office  
Block 1, Spur D  
Government Buildings  
St Agnes Road  
Gabalfa  
Cardiff  
CF14 4YJ  
Tel: 029 2044 7710

0800 800 0082 (Equality Advisory Support Service)  
0800 800 0084 (Equality Advisory Support Service textphone)  
0800 090 2305 (Equality Advisory Support Service fax)  
[wales@equalityhumanrights.com](mailto:wales@equalityhumanrights.com)

**Police and Crime Commissioner for Gwent**

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

**Signature:**

**Date:**