

Report:

Outcomes of the Office of the Police and
Crime Commissioners (OPCC)

Strategic Equality Objectives Consultation

November - December 2015

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Final 26/1/16

Content

1. Introduction

2. Consultation Finding

2.1 OPCC Undertakings

2.2 Equality Objective One

2.3 Equality Objective Two

2.4 Equality Objective Three

2.5 Equality Objective Four

3. Conclusion

1. Introduction

The following document describes the results from the questionnaire conducted between November and December 2015. The consultation aimed to find out the views and opinions of the public, stakeholders and interested parties regarding the Office of the Police and Crime Commissioners (OPCC) proposed strategic equality objectives.

The current Strategic Equality Plan (SEP) is being reviewed to ensure the OPCC and Gwent Police fulfil their equality duties under the Equality Act 2010 and operate fairly and equally for all people who share [protected characteristics](#).

The results from the consultation will be utilised to develop a reflective 2016-2020 Strategic Equality Plan which provides clear actions and outcomes.

The questionnaire invited responses covering:

- OPCC Undertakings
- Equality Objective 1
- Equality Objective 2
- Equality Objective 3
- Equality Objective 4
- Respondent Information

This document describes and analyses the results of the questionnaire providing conclusions with regards to how this information will be used to influence the creation of the 2016-2020 SEP.

2. Consultation Findings

A total of 471 either full or partially completed responses were obtained through this consultation event.

For each set of questions the total number of responses and a breakdown of participant's views are provided, with percentages in whole numbers.

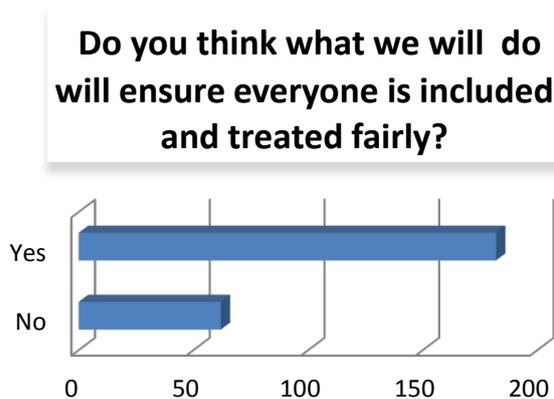
In each section, participants were provided with the opportunity to make further commentary regarding the undertakings and equality objectives set out in the consultation. All additional comments were analysed per section and have been summarised thematically to illustrate the key issues for participants.

2.1 OPCC Undertakings – ‘The things we say we will do’

The consultation aimed to gather views on whether the four undertakings below would contribute to people being treated fairly by Gwent Police and the OPCC.

| | |
|---------------------------------------|---|
| Equality Analysis | Ensure Equality Impact Assessments are carried for all OPCC Policies, decision making including funding and commissioning decisions. |
| Publication and Assessing information | Ensure all documents, reports and plans are published on the OPCC website and are made accessible and available in alternative formats. |
| Monitoring & Engagement | Attend applicable groups and boards related to the equality objectives. |
| Welsh Language | Review and Monitor Police force and OPCC Compliance with the Welsh Language Scheme. |

Question 1



Total response to the question above = 244.

- Yes = 182 (75%)
- No = 62 (25%)

Additional Comments Summarised

30% (72) of people who completed the question made additional comments.

The following is a summary of the key issues that people are concerned about with regards to the OPCC undertakings:

- I. Welsh language: 13% stated translations was either not needed or a 'waste of money', referring to the lack of Welsh speakers within the boroughs of Gwent.
- II. Police Cuts: 18% questioned how the undertakings were going to be achieved with the cuts already to

Consideration for the production of the Strategic Equality Plan 2016-2020

- a) The OPCC and force will consider comments made through the consultation regarding the cost of translation into the Welsh language of information and documents. A key issue raised was the proportionality of need for translation, and therefore compliance with all Welsh Language standards due to Gwent's Welsh speaking community being 6.9% of the population.

- policing and in light of further proposed budget cuts.
- III. 'Actions' required: 14% stated they wanted clarity on what 'actions' will be taken to make a difference.
 - IV. Clarity of roles between the OPCC and Police: 7% of comments illustrated a lack of understanding of the OPCC and the distinction between the role of the OPCC and the force.
 - V. Training: 4% stated that Police officers need further training to ensure they are compliant and understand all the issues.

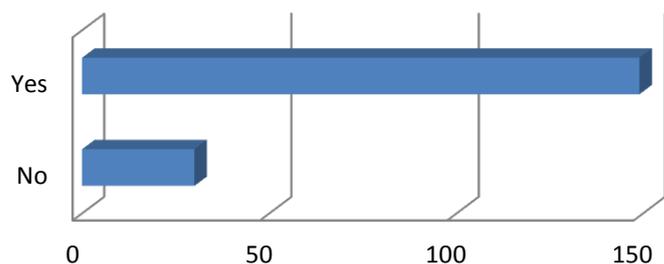
- b) The comments with regards to Police budgets and cuts impacting on the delivery of the suggested undertakings were made, during a period where it was speculated that further 25%-40% policing cuts would be made. Subsequently these cuts have not been realised, with Gwent Police receiving a 0.6% cut to central funds.
- c) The responses also illustrate a requirement to ensure that 'actions' are specifically documented and undertaken by the OPCC and force. The four equality objectives provide the lens in which all activities will be outlined, monitored and measured. The objectives are structured in an 'outcomes based approach' so the success and improvements made within equality are clear.
- d) The SEP will explain the roles of both OPCC and the Police. In addition it is proposed that a joint SEP is produced by the OPCC and Police which will further ensure clarity for each organisation responsibilities.

2.2 Equality Objective 1

| | |
|--|--|
| Objective one | Abuse/Harm: Ensure the force identify and act effectively to tackle all forms of abuse and harassment in the community. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Domestic Abuse & Honour Based Violence - Hate Crime - Gypsy Travellers |

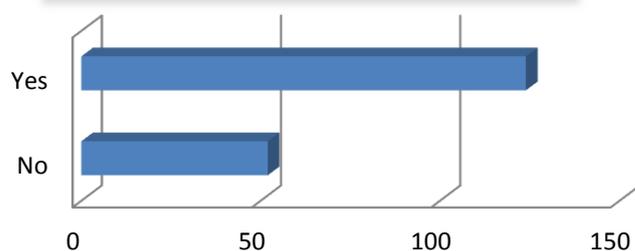
Questions & Findings

Do you think the objective is correct?



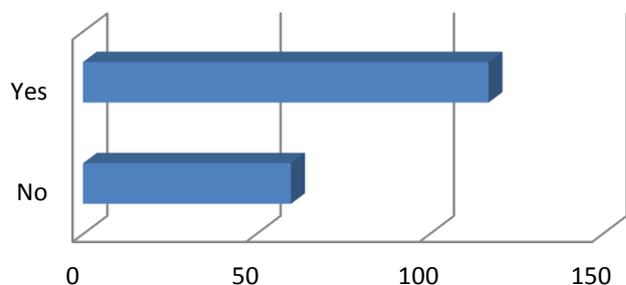
Total responses = 179
Yes = 149 (83%)
No = 30 (17%)

Do you think what we will do will make a difference?



Total responses = 176
Yes = 124 (70%)
No = 52 (30%)

Do you think our indicators will show we have made a difference?



Total responses = 177
Yes = 117 (66%)
No = 60 (34%)

Additional Comments Summarised:

32% (58) of people who completed the question made additional comments.

The following is a summary of the key issues that people are concerned about with regards to the proposed actions and measures within the presented OPCC equality objective one:

I. Improve measures: 83% state the objective is correct but suggest

Consideration for the production of the Strategic Equality Plan (SEP) 2016-2020

a) The public's comments suggest that the current actions and indicators need to be improved in order to illustrate the success of the objective. Therefore the OPCC will utilise the specific comments made to help amend the current actions and measures and liaise with partners and stakeholders to

that the actions and indicators need to be changed and improved to meet the objective.

II. Budget Cuts: 10% feel that potential Police budget cuts will impact on the ability to achieve the proposed objective.

III. No positive discrimination: 12% of people felt that people should be treated the same and suggested that some people are positively discriminated against by the Police. A specific issue raised was the perception that some Gypsy Roma and Traveller (GRT) communities are positively discriminated against. *(These comments are also made in objectives three and four).*

IV. Equality not part of policing: 7% state that the equality issues proposed in objective one are not part of policing

ensure these are robust *(Similar comments are made within the four equality objectives sections of the survey).*

b) Comments regarding positive discrimination *(giving preferential treatment, to minority groups of society that have been prejudiced against in the past)* of the GRT community illustrates a contradiction between how the GRT communities feel with regards to the treatment they receive from the Police and the perception some members of the public have regarding GRT communities. Therefore, proving a need to improvement relations and cohesion for GRT citizens within their wider communities.

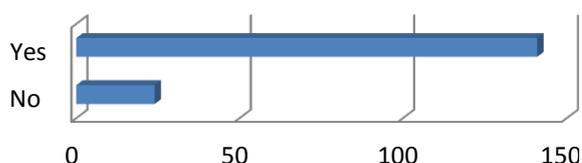
c) There is lack of understanding from some respondents to the survey regarding how equality underpins all elements of policing because this ensure the police force treat all people in society fairly and equally.

2.3 Equality Objective 2

| | |
|--|---|
| Objective | Scrutiny and Transparency: Ensure all polices, practice and services are appropriate, accessible and transparent. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Custody - Mental Health - Stop and Search |

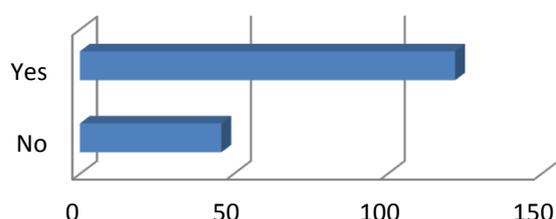
Questions and findings

Do you think the objective is correct?



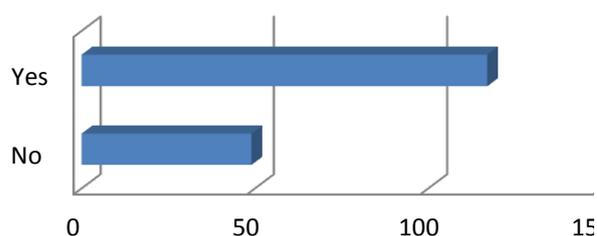
Total responses = 165
Yes = 141 (85%)
No = 24 (15%)

Do you think what we will do will make a difference?



Total responses = 168
Yes = 73%
No = 27%

Do you think our indicators will show we have made a difference?



Total responses = 166
Yes = 117 (70%)
No = 49 (30%)

Additional Comments Summarised

28% (47) of people who completed the question made additional comments.

The following is a summary of the key issues that people are concerned about with regards to the proposed actions and measures within the presented OPCC equality objective two:

- I. Stop and Search data: 21% would like to see clear proportionality stop and search data published to demonstrate intelligence led policing and fair and transparent practices.

Consideration for the production of the Strategic Equality Plan (SEP) 2016-2020

- a) To illustrate and publish proportionality data for stop and searches in Gwent within the SEP.
- b) A small amount of participants felt the plan was a 'waste of time', therefore a need to ensure the plan clearly stipulated the OPCC's legal requirement to produce a plan to illustrate how the OPCC pay due regard to the Equality Duties
- c) Review the actions and measures

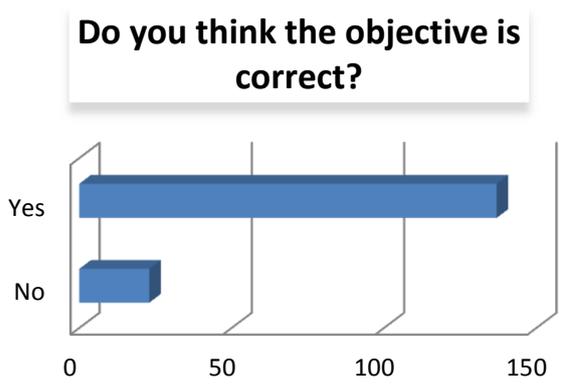
- II. Mental health and custody: 10% stated that more actions and indicators need to be included with regards to custody and mental health indicators
- III. Objective not relevant: 6% feel that the plan is a 'waste of time' and resources,
- IV. End the use of jargon: 6% stated that the plan should not use Police jargon when writing the plan.

d) related to mental health and custody to ensure that they are robust and appropriate.
 Ensure the plan is public facing, easy to understand and demonstrates effective working towards a fairer Gwent.

2.4 Equality Objective 3

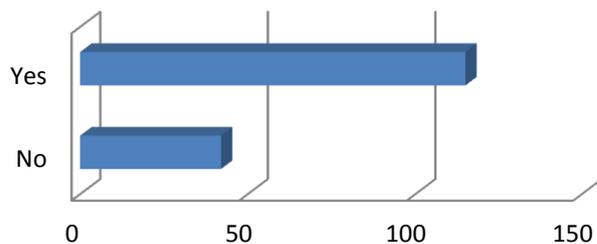
| | |
|--|---|
| Objective | Engagement: People who share protected characteristic are able to engage effectively and actively with the Police and the OPCC. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Access and Engagement - Prevent extreme terrorism activities - Disability - Welsh Language |

Question and Findings



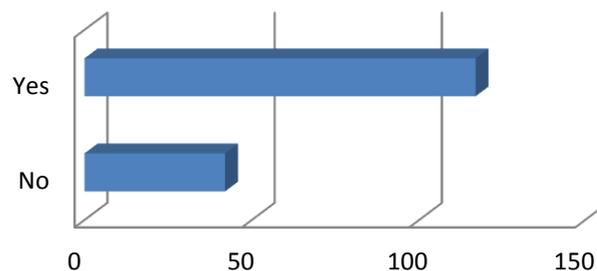
Total responses = 160
 Yes = 137 (85%)
 No = 23 (15%)

Do you think what we will do will make a difference?



Total responses = 157
 Yes = 115 (73%)
 No = 42 (27%)

Do you think our indicators will show we have made a difference?



Total responses = 159
 Yes = 117 (74%)
 No = 42 (26%)

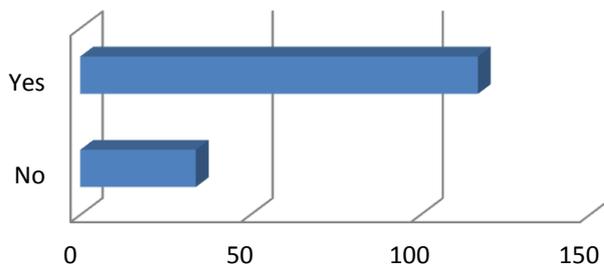
| <u>Additional Comments Summarised</u> | <u>Consideration for the production of the Strategic Equality Plan (SEP) 2016-2020</u> |
|--|---|
| <p>28% (45) of people who completed the question made additional comments.</p> <p>The following is a summary of the key issues that people are concerned about with regards to the proposed actions and measures within the presented OPCC equality objective three:</p> <ol style="list-style-type: none"> I. <u>Police Confidence</u>: 11% state a lack of confidence in the Police's ability to achieve this objective. It is noted that this is stated with regards to mistrust of the Police through previous engagement not meeting the citizen's requirements. | <ol style="list-style-type: none"> a) No additional comments were made within this objective regarding Welsh Language, even though it is identified as a related force objective. This helps illustrate that Welsh language activities and measures need to be prominent and clear in the SEP. b) Policing trust and confidence illustrates more training may need to be considered through the internal CARES process and this information is relayed to the force lead for CARES. In addition the SEP will need to consider the wider impact on the communities 'trust and confidence' of policing. |

2.5 Equality Objective 4

| | |
|--|--|
| Objective | Employment, Recruitment and Development: OPCC and force have a fair recruitment process with developmental opportunities for all employee and are representative of the diverse communities in Gwent. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Learning, Training and Development - Recruitment, Selection , Progression and retention |

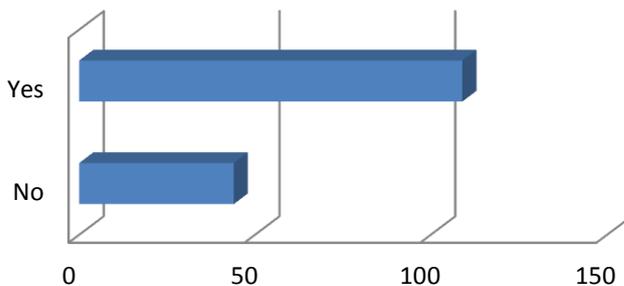
Questions and Findings

Do you think the objective is correct?



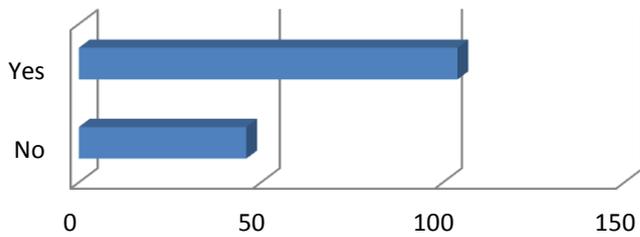
Total responses = 151
 Yes = 117 (77%)
 No = 34 (23%)

Do you think what we will do will make a difference?



Total responses = 153
 Yes = 109 (71%)
 No = 44 (29%)

Do you think our indicators will show we have made a difference?



Total responses = 150
 Yes = 104 (69%)
 No = 46 (31%)

Additional Comments Summarised

32% (49) of people who completed the question made additional comments.

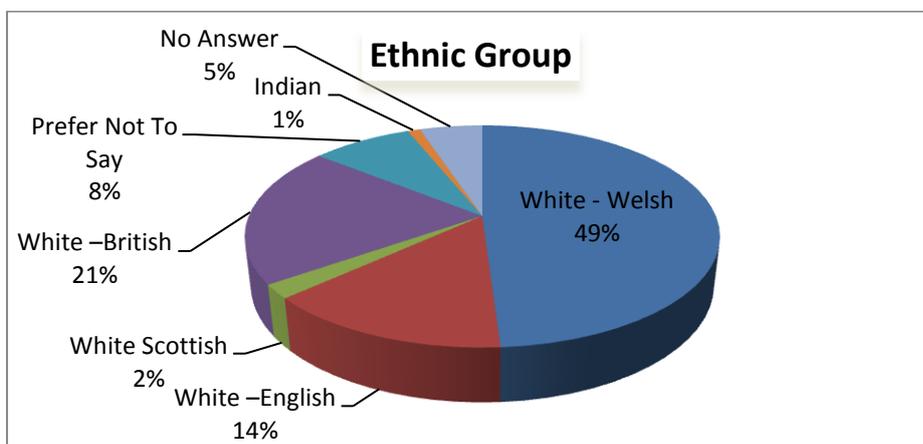
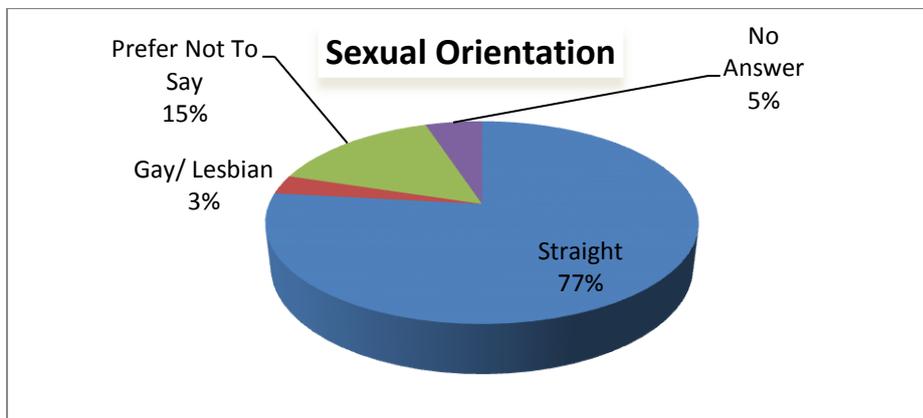
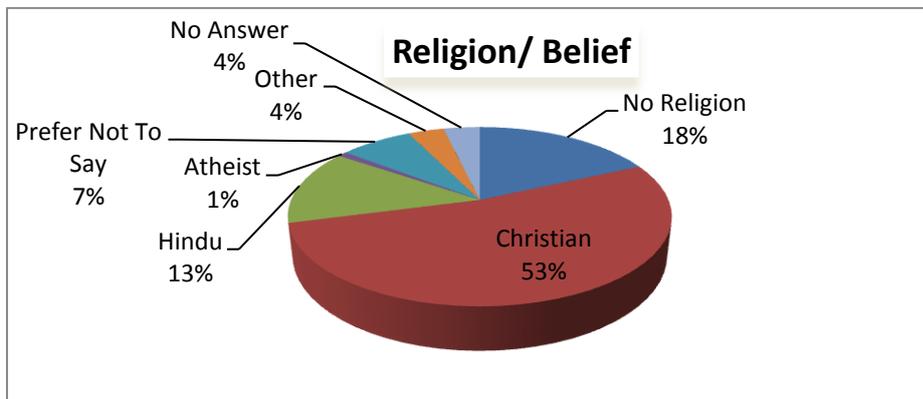
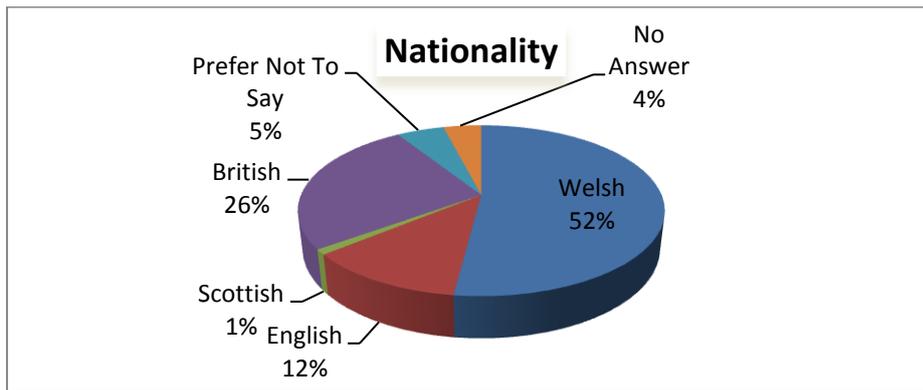
The following is a summary of the key issues that people are concerned about with regards to the proposed actions and measures within the presented OPCC equality objective four.

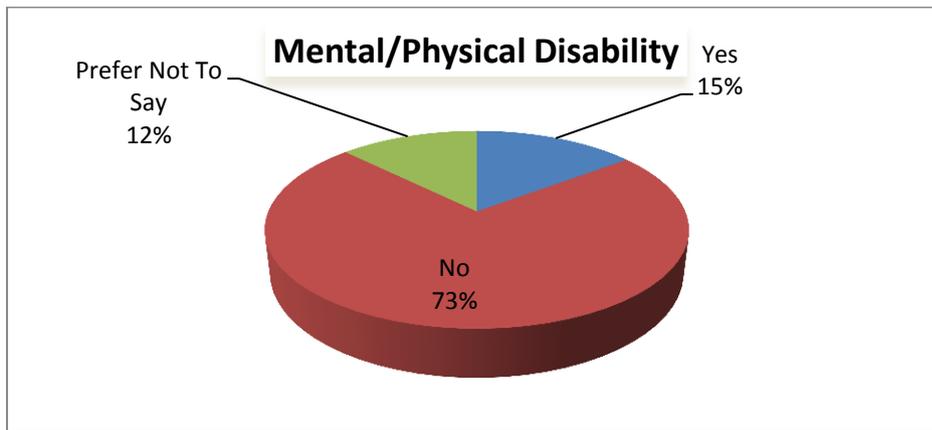
- i. Better Measures: 77% agree that the objective is correct and that the measures and indicators will help make a difference to people with share protected characteristics. This is lower than the other three objectives.
- ii. Recruitment ability driven: 35% state that when recruiting officers, successful candidates should be employed solely on merit and ability and not on race or religion.
- iii. Training 8% of participants felt that Police Officers need further equality training.

Consideration for the production of the Strategic Equality Plan 2016-2020

1. The comments regarding '*Police Officers employed on merit not on race*' suggests clarity in the SEP on the specific actions that will be undertaken by the force to encourage more applicants from the Black, Asian, Minority Ethnic (BAME) community. This aims to meet the national and local directive to ensure we are more representative of Gwent's diverse population. In addition, narrative and actions need to clearly demonstrate that the recruitment process is fair and transparent and underpinned by the individual's ability and skills to perform the role.
2. A discussion and possible review regarding the outcomes of current equality training for officers.

Breakdown of participants





One person responded as Transgender.

Please note the breakdown of Gender responses was not included due to a system technical error.

3. Conclusions

To summarise the findings of the consultation, the key themes that will be taken forward to help shape the creation of the new 2016-2020 S.E.P are as follows:

- **Police Budgets and Savings:** The public expressed concerns that through budget cuts, the objectives in the SEP would not be achieved. The importance of this issue is that it illustrates a proportion of the public have a perception that a fair and equal Police force is dependent on the availability of Police funds. The OPCC and force have a responsibility to ensure equality underpins the Police force, and therefore financial constraints do not prevent people who share protected characteristics from receiving a fair or equal service.
- **Proportionality of Welsh Language translation:** The OPCC is currently awaiting the Welsh Language Standards which will be relevant to the OPCC's across England and Wales. A proportion of the public were against translation of documents and correspondence, as they felt it was a waste of time and money due to the Welsh speaking population in Gwent not being proportional to need as the current Welsh speaking population in Gwent is 6.9%. This issue will need to be discussed with the Police and Crime Commissioner (PCC) and force to determine how to ensure work towards Welsh Language Standards is taken forward in a proportionate and fair manner.
- **Community Cohesion:** A proportion of respondents stated they felt some members of the community were positively discriminated against by the

Police. The GRT communities were one such group. These views contradict the views the GRT communities hold around how they feel they are treated by the Police (this information has been collected through force engagement events). Therefore specific cohesion initiatives need to be implemented and undertaken within the SEP to prevent self - segregation and community unrest continuing.

- Recruitment on merit: The consultation objective with regards to force recruitment was to target Black Asian and Minority Ethnic (BAME) communities with the aim to encouraging more applications to the force and therefore ensure the force is better reflective of Gwent's community diversity. The perception of this objective from the consultation responses was that candidates would be recruited on race not on ability. Therefore clarity on the aim and the outcome of this action needs to be made clear within the SEP.
- Improve the current 'indicators': The majority of respondents indicated that the objectives and outcomes were correct. However, a lower percentage agreed that the proposed 'measures' would indicate that the objectives had been achieved or contributed to. Therefore further work will be undertaken to ensure the indicators are robust and demonstrate a difference has been made to people who share one or more protected characteristics.
- Officer Training: There were a percentage of respondents across the objectives that mentioned that more training on equality for officers was required. Therefore further discussion will be needed with the force regarding the current Police Officer diversity training available as this may need to be reviewed to ensure the process and content is robust throughout.
- Published proportionality data on stop and search: Respondents would like to ensure that information on stop and search is published regarding race to ensure stops are fair and proportionate. In addition the new SEP will importantly monitor the quality of the stop and searches undertaken to ensure they are intelligence led and underpinned by clear legal grounds, which are communicated to the recipient at the time of the stop, utilising publications of the know your rights leaflets produced by the OPCC 2015 in six languages.
- Mental health and custody: There is a need to review the current actions undertaken for people in custody with mental health issues. The SEP will reference the mental health concordat to ensure the OPCC's responsibilities are strategically embedded and accountable.
- Clear and Jargon free: It is essential that the SEP is clearly written with no jargon so that it is easy to understand. We will ensure the document is written in Welsh and an Easy to read formats for those with learning difficulties,

Appendix 1- The full survey

Are we fair?

What is the consultation about?

The Office of the Police and Crime Commissioner (OPCC) for Gwent originally published its first four-year Strategic Equality Plan (SEP) and Objectives in 2012.

The plan outlines how the Police and Crime Commissioner (PCC) and OPCC contribute to eliminating and preventing discrimination in our communities, allows people equal access to services and support, and promotes positive relationships between people who share [protected characteristics](#).

The Strategic Equality Plan is currently being reviewed for the next four years 2016-2020 to ensure it remains relevant for individuals and communities and meets the equality requirements of the OPCC and essentially holds the Chief Constable to account for the force equality duties. [The Equality Act 2010](#) requires public bodies to have 'due regard' to the three general duty. (*Please see [hyperlink](#) for more information*)

Why do we need your help, views and opinions?

To ensure that the production and publication of the OPCC Strategic Equality Plan is truly representative of the issues that people who share protected characteristic's encounter, the PCC is providing an opportunity for you to tell us what you think of the revised equality objectives, undertakings, actions and measures.

Please take a few moments to complete the survey on the following pages.

OPCC Undertakings

| | |
|--|---|
| The OPCC will regularly do the following activities to ensure that everyone in Gwent is included and treated fairly. | |
| 1. Equality Analysis | Ensure Equality Impact Assessments are carried for all OPCC Policies, decision making including funding and commissioning decisions. |
| 2. Publication and Assessing information | Ensure all documents, reports and plans are published on the OPCC website and are made accessible and available in alternative formats. |
| 3. Monitoring & Engagement | Attend applicable groups and boards related to the equality objectives. |
| 4. Welsh Language | Review and Monitor Police force and OPCC Compliance with the Welsh Language Scheme |

Question

- **Do you think what we will do will help Gwent Police and the OPCC ensure everyone is included and treated fairly?**

| | |
|------------|-----------|
| YES | No |
|------------|-----------|

- **Please provide further comments with regards to the outlined undertakings that you would like to be considered**

Comments

Equality Objective 1

| | |
|--|---|
| Objective one | Abuse/Harm: Ensure the force identify and act effectively to tackle all forms of abuse and harassment in the community. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Domestic Abuse & Honour Based Violence - Hate Crime - Gypsy Travellers |
| What difference will it make? (Outcome) | People living and working in Gwent who are in abusive relationships or suffer abuse due to their race, religion, age, disability, gender or sexual orientation are identified earlier and offered support and advice to feel safe from further harm. |
| Who will this help and protect? (Protected characteristic's) | Disability; Age; Religion / Belief; Race; Sexual orientation; Gender reassignment; Sex; Marriage/Civil Partnership; Pregnancy/Maternity |
| What we will do? (Actions) | <ul style="list-style-type: none"> • Regularly analysis force data for victims of Domestic Abuse and other forms of Violence Against Women who contact the police to ensure they are safer from harm. • Assist and monitor relations between force and the Gypsy Traveller community to assist increase crime reporting • Monitor the increase in reported Disability Hate Crime and the appropriate use of <i>s146 in prosecutions</i>¹. • Assist and enable <i>Connect Gwent</i>² to provide all victims of crime access to appropriate support relating to their needs • Monitor victim satisfaction for Hate Crime victims |
| How we will know we have made a difference (Success indicators and Evidence) | <ul style="list-style-type: none"> • % increase in reported hate crime incidents regarding number and percentage of s146 prosecutions. • % Increase in victim satisfaction for victim of Hate Crime • % increase confidence and trust from Gypsy Traveller community • % decrease in domestic abuse repeat incidents • % ratio of Forced Marriage and Honour Based Violence incidents against crimes. • % Domestic Abuse victims who are disabled, Lesbian, Gay, Bisexual & Trans sexual or transgender (LGB & T), Black and minority ethnicity or an older person that are discussed at Multi Agency Risk Assessment Conferences. |

¹ S146 The Criminal Justice Act 2003 enables the Crown Prosecution Service to prosecute people who commit crimes which are motivated by their dislike towards peoples disability or sexual orientation

² Connect Gwent <http://www.connectgwent.org.uk/> - A multi-agency partnership approach project established to provide support all victims of crime with agencies located in one location.

Equality Objective 2

| | |
|--|--|
| Objective | Scrutiny and Transparency: Ensure all polices, practice and services are appropriate, accessible and transparent. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Custody - Mental Health - Stop and Search |
| What difference will it make? (Outcome) | Continual improvement to the service which people living and working in Gwent receive from Gwent Police and OPCC. |
| Who will this help and protect? (Protected characteristic's) | Disability; Age; Religion / Belief; Race; Sexual orientation; Gender reassignment; Sex; Marriage/Civil Partnership; Pregnancy/Maternity |
| What we will do? (Action) | <ul style="list-style-type: none"> • Stop and Search encounters dip sampled 6 monthly, to ensure proportionate use of powers. • 'Quality Encounters' monitoring the quality of stop and search processes and personal treatment when stopped. • Raise public awareness of the 'Know your Rights' leaflets to ensure people understand their legal rights if stopped and search by the police • Promote the use of 'Stop Watch' App³ to the public to ensure people have quick access to their rights. • Monitor the custody suites response to people with mental illness and who share protected characteristics. |
| How will we make a difference? (Success indicator and Evidence) | <ul style="list-style-type: none"> • % of race 'disproportionality' for stop and search encounters in Gwent is lower than the national average • Increase in the number of stop and search complaints investigated by the force. • % increase in victim satisfaction of stop and search. |
| Timescale | On – going activities, Annual report updates. |

- Do you think the **objective** is correct?

| | |
|-----|----|
| YES | No |
|-----|----|

- Do you think, 'what we will do' will make a difference to people who share the protected characteristic?

| | |
|-----|----|
| Yes | No |
|-----|----|

³ <http://www.online-stopwatch.com/>

- Do you think, our indicators will show we have made a difference?

| | |
|-----|----|
| YES | No |
|-----|----|

- Please provide any further comments with regards to the outlined objective that you would like to be considered.

| |
|-----------------|
| Comments |
|-----------------|

Equality Objective 3

| | |
|--|--|
| Objective | Engagement: People who share protected characteristic are able to engage effectively and actively with the Police and the OPCC. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Access and Engagement - Prevent extreme terrorism activities - Disability - Welsh Language |
| What difference will it make? (Outcome) | All people living and working in Gwent will be able to contact the police for protection, support or advice when they need to. |
| Who will this help and protect? (Protected characteristic's) | Disability; Age; Religion / Belief; Race; Sexual orientation; Gender reassignment; Sex; Marriage/Civil Partnership; Pregnancy/Maternity |
| What we will do? (Actions) | <ul style="list-style-type: none"> • Annual review of Police force and OPCC compliance with 'Disability Symbol 'Two ticks' Status'⁴ • OPCC will communicate, engage and consult with groups who share protected characteristic's to inform the Police and Crime Plan priorities and the Strategic Equality Plan • Consult with People from Black, Asian and Minority Ethnicities, LGB&T and disability communities on the reasons for low levels of applications to join the Police force. • Carry out an annual engagement survey to ensure the Strategic Equality Plan is effective and change has been felt by the people in the community. • Monitor Police force complaints, relating to equality issues and fairness |
| How will we make a difference? (Success indicators and Evidence) | <ul style="list-style-type: none"> • Improve the number of responses to Police and Crime Plan consultation from people who share protected characteristic. • Improve the number of responses to OPCC Strategic Equality Plan consultation from people who share protected characteristics. • Force and OPCC compliant with commitments of the disability symbol 'two ticks' status |
| Timescale | On – going activities, Annual report updates. |

- Do you think the objective is correct?

| | |
|-----|----|
| YES | No |
|-----|----|

⁴ <https://www.gov.uk/looking-for-work-if-disabled/looking-for-a-job>

- Do you think, 'what we will do' will make a difference to people who share the protected characteristic?

| | |
|-----|----|
| Yes | No |
|-----|----|

- Do you think, our indicators will show we have made a difference?

| | |
|-----|----|
| YES | No |
|-----|----|

- Please provide any further comments with regards to the outlined objective that you would like to be considered.

| |
|----------|
| Comments |
|----------|

Equality Objective 4

| | |
|--|--|
| Objective | Employment, Recruitment and Development: OPCC and force have a fair recruitment process with developmental opportunities for all employee and are representative of the diverse communities in Gwent. |
| Which Gwent Police equality objectives does this objective relate to? | <ul style="list-style-type: none"> - Learning, Training and Development - Recruitment, Selection , Progression and retention |
| What difference will it make? (Outcome) | All Gwent Police and OPCC staff feel valued and respected, with their needs met and opportunities for development enhanced. The force and OPCC representation reflects the diverse community in Gwent. |
| Who will this help and protect? (Protected characteristic's) | Disability; Age; Religion / Belief; Race; Sexual orientation; Gender reassignment; Sex; Marriage/Civil Partnership; Pregnancy/Maternity |
| What we will do? (Actions) | <ul style="list-style-type: none"> • OPCC & Police force work to increase proportionate representation of people who share protected characteristics within the Police force and OPCC. • Monitor gender disproportionality and pay gaps within force and the OPCC. • Improve the number of employee from each of the protected characteristics to better reflect the different communities in Gwent |
| How will we make a difference? (Success indicators and Evidence) | <ul style="list-style-type: none"> • Improve % ratio between employees of Gwent Police and OPCC which share the protected characteristics compared to people in Gwent who share protected characteristics • % male officer/ % female officer • % male staff / % female staff • OPCC % Male staff / % Female staff • % staff who understand equality issues |
| Timescale | On – going activities, Annual report updates. |

Some information about you...

The last part of this survey asks for some information about you – you don't have to answer any of the questions, but it really helps us if you do as we can make sure we are speaking to a wide range of people.

| How would you describe your national identity? | | |
|---|--|--|
| <input type="checkbox"/> Welsh <input type="checkbox"/> English <input type="checkbox"/> Scottish | <input type="checkbox"/> Northern Irish <input type="checkbox"/> British <input type="checkbox"/> I prefer not to say | <input type="checkbox"/> In another way <i>Please specify</i> |
| How would you describe your ethnicity or ethnic group? | | |
| <input type="checkbox"/> White <input type="checkbox"/> English <input type="checkbox"/> Welsh <input type="checkbox"/> Scottish <input type="checkbox"/> Northern Irish <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Gypsy or Irish Traveller <input type="checkbox"/> Any other White background <i>Please specify</i> | <input type="checkbox"/> Mixed / multiple ethnic groups <input type="checkbox"/> White and Black Caribbean <input type="checkbox"/> White and Black African <input type="checkbox"/> White and Asian <input type="checkbox"/> Any other Mixed / multiple ethnic background <i>Please specify</i> | <input type="checkbox"/> Asian / Asian British <input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Chinese <input type="checkbox"/> Any other Asian background <i>Please specify</i> |
| <input type="checkbox"/> Black / African / Caribbean / Black <input type="checkbox"/> British <input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black / African / Caribbean background <i>Please specify</i> | <input type="checkbox"/> Other ethnic group <input type="checkbox"/> Arab <input type="checkbox"/> Any other ethnic group <i>Please specify</i> | <input type="checkbox"/> I prefer not to say |
| How would you describe your religion or belief? | | |
| <input type="checkbox"/> No religion or belief | <input type="checkbox"/> Jewish | <input type="checkbox"/> I prefer not to say |

| | | |
|--|--|--|
| <input type="checkbox"/> Christian (<i>including Church of England, Catholic, Protestant and all other Christian denominations</i>) <input type="checkbox"/> Buddhist <input type="checkbox"/> Hindu | <input type="checkbox"/> Muslim <input type="checkbox"/> Sikh <input type="checkbox"/> Agnostic <input type="checkbox"/> Atheist <input type="checkbox"/> Humanist | <input type="checkbox"/> Any other religion or belief <i>Please specify</i> |
| What is your gender? | | |
| <input type="checkbox"/> Male | <input type="checkbox"/> Female | <input type="checkbox"/> I prefer not to say |
| Do you identify as Transgender? | | |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | |
| How would you describe your sexual orientation? | | |
| <input type="checkbox"/> Lesbian or Gay (homosexual) <input type="checkbox"/> Bisexual <input type="checkbox"/> Straight (or heterosexual) | <input type="checkbox"/> Asexual <input type="checkbox"/> Pansexual <input type="checkbox"/> Questioning | <input type="checkbox"/> I prefer not to say <input type="checkbox"/> In another way <i>Please specify</i> |
| How would you describe your relationship status? | | |
| <input type="checkbox"/> Married <input type="checkbox"/> In a civil partnership <input type="checkbox"/> In a relationship | <input type="checkbox"/> Single <input type="checkbox"/> Prefer not to say | <input type="checkbox"/> In another way <i>Please specify</i> |
| Do you have a physical or mental impairment that has a substantial and long term effect on your ability to carry out normal day-to-day activities? | | |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Prefer not to say |
