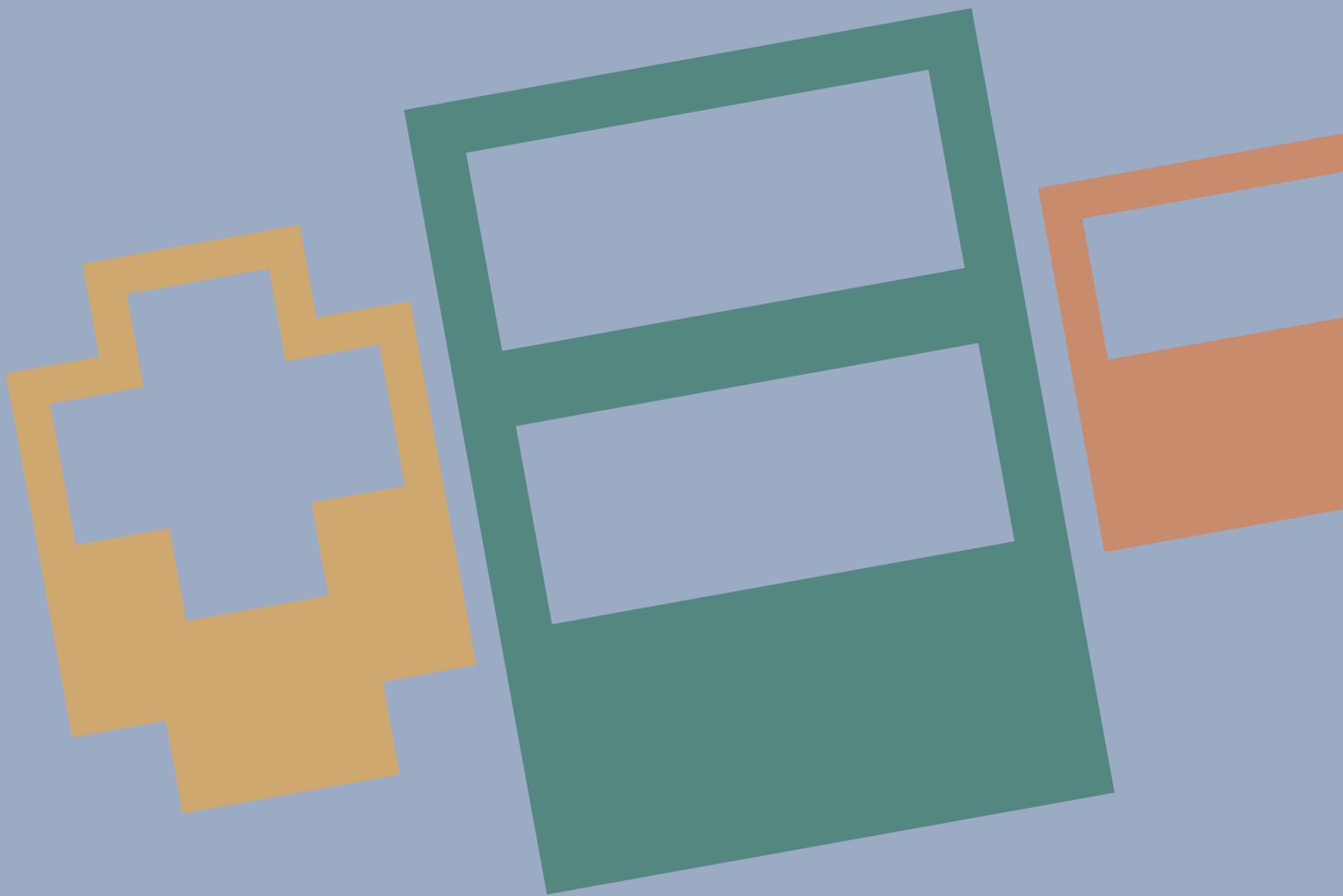


Gwent Police Equality Report 2014



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People Services,
Gwent Police,
Floor 2,
Vantage Point,
Tŷ Coch Way,
Cwmbrân,
Torfaen,
NP44 7HF

Tel: 01633 642020

Fax: 01633 645503

Minicom: 01633 877574

www.gwent.police.uk

Contents

1 Introduction

2 Our commitment to equality

3 Equality objectives progress and achievements

Section A: Operational Equality Objectives

Section B: Internal Equality Objectives

4 Our Staff Support Networks

5 How to contact us

6 Our revised Strategic Equality Action Plan

1 Introduction

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.

As our original SEP was written 2 years ago, Gwent Police has recently updated our Objectives (which are still based on our original priorities) and Action Plan to ensure they are fit for purpose. Objectives may have been amended in order to extend timescales on areas of work that require more development, reflect where activities have been completed, or ensure that they reflect current gaps in service delivery. This Annual Report will provide an update on progress against our original Objectives and Action Plan which you can find online at:

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

Our revised Objectives and Action Plan is set out at the end of this report.

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
- 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.

To do this, Gwent Police will:

- Publishing 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 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 HR 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, Responsive and Caring. 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 four 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

During 2013 /14 Gwent Police instigated a programme of activities to implement the Employer of Choice Strategy which included:

- A series of engagement events with employees to identify areas for improving productivity and employee satisfaction
- Design and marketing of a Staff Survey to run in April 2014
- Introduction of the Health and Wellbeing Policy
- Introduction of the Talent Management Policy to improve opportunities for learning and development
- Introduction of opportunities for innovation and creativity via an online ideas scheme called “Ignite” and a “Dragon’s Den” process
- Re-launch the Chief Constable’s Awards Ceremony to reflect the organisational purpose and values

3

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.

This Objective has stayed the same, but we have altered our action plan to ensure that it is fit for purpose and reflective of current gaps in service delivery.

Key Achievements – in brief

The last year has seen a significant restructuring of our team of officers who deal with domestic abuse incidents. Our previous Domestic Abuse Investigation Unit has been replaced by a smaller Safeguarding Team of 10 officers and staff. The Safeguarding Team retain an overview of all domestic abuse cases through our daily Domestic Abuse Conference Call and ensure that high risk victims are supported appropriately. They work closely with local officers who are now responsible for investigating all cases of domestic abuse. A one day Domestic Abuse Conference is planned for this year, which will raise awareness of operational issues for frontline officers and include inputs from BAWSO, Women’s Aid and other partner agencies.

Due to this restructure, although some good work has been completed, there has been limited opportunity to progress our Equality Objective, however a new Detective Inspector has been appointed as Lead, and has identified some key ways that this work will be taken forward.

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. For example:

- 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 a 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 not being assisted to the toilet.

In order to better understand areas of domestic abuse which are under reported locally, Gwent Police will now review on an annual basis 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) and take action to address any gaps that exist. 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.

This year's CAADA data has been published as part of our Equality Data and identifies that Gwent has seen a lower number of MARAC cases than the national average, most significantly for disabled people, people from BME backgrounds and LGB&T people. These findings will focus our activities over the next 12 months on engaging these communities around domestic abuse issues and encouraging reporting.

Gwent Police have also identified a disproportionately low number of males making requests under the Domestic Abuse Disclosure Scheme (Claire's Law) which allows people to check whether someone has a history of domestic abuse. This will also inform our activities over the coming months in promoting the scheme to men, and running targeted campaigns to reach male audiences.

Training and Awareness

All of our staff and officers working in the Safeguarding Team will shortly be attending 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. Monthly briefings have also been introduced for the Team which will include regular inputs around the impact of Protected Characteristics on people's experiences of domestic abuse, including disability, sexual orientation and gender identity. Gwent Police is also part of a Gwent wide working group that trains frontline staff from a range of organisations on Honour Based Violence and Female Genital Mutilation.

Domestic Abuse within BME Communities

As part of our consultation when we set our Equality Objectives, it was identified that some communities, in particular BME women, would like to see alternative methods or places that they can report domestic abuse, other than directly to the police. In Newport, the Force has supported a project proposed by a member of the local Neighbourhood Team to focus on building confidence within local communities and establish a surgery designed to provide further opportunities for people, in particular BME women, to report domestic abuse in a more accessible environment. This project will be replicated across the Force area as good practice, supported by the Safeguarding Team and will also seek to raise awareness within communities about the practices and risks associated with Honour Based Violence, Female Genital Mutilation and forced marriage.

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.

This Objective has stayed the same, but we have altered our action plan slightly to reflect work that we have been able to complete, and areas that still need some attention.

Key Achievements – in brief

- Significant progress towards implementation of a MARAC for high risk cases of hate incidents / crimes
- Piloting of Hate Crime Support Officers in Newport
- Recruitment of a Hate Crime Project Support Volunteer to assess levels of victim satisfaction
- Weekly audit of all hate incidents and crimes to quality assure Police response
- #HCAwarenessCymru campaign during Hate Crime Awareness Week in October
- Multi Agency Risk Assessment Conference (MARAC)

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.

Since our last Annual Report, a MARAC process has been trialled in Dyfed Powys, and in Gwent we have made significant progress in working towards having a MARAC process in place locally:

- An IT solution is in the final stages of development that will allow agencies to access and share information on high risk victims via a secure online platform. The system will also lessen the need for physical meetings, allow for effective tasking and updating, and ensure actions are recorded effectively
- Gwent Police complete a Victim Risk Assessment (VRA) for all of our victims of hate incidents and anti-social behaviour which is designed to identify how vulnerable a person is feeling, based on the frequency, intensity and impact of the incidents. The VRA considers at several points whether what has happened is hate related, and if it is, the VRA is reviewed by a specialist team who ensure that the incident has been responded to appropriately.
- All high risk incidents identified through the VRA are referred on a weekly basis to local case handling groups, chaired by Gwent Police and attended by a range of partner agencies

Regular Review

Our previous Action Plan highlighted the need for a more consistent, regular review of hate incidents that are reported, prosecution rates and victim satisfaction. We are still building in processes that will allow us to do this, but have made some key changes:

- All hate incidents are now reviewed on a weekly basis by our Community Cohesion Team. The Team ensures offences have been explored, victims have received an appropriate response, incidents have been recorded properly, and that officers receive advice and guidance where necessary.
- Gwent Police is represented at the Crown Prosecution Service's (CPS) Hate Crime Scrutiny Panel which looks at individual cases of hate crime and reviews the response of the Criminal Justice System. Lessons learned by Gwent Police are now included in regular Force Hate Crime Bulletins that are circulated to all personnel, and the CPS lead for hate crime attends Gwent Police's Hate Crime Forum where prosecution levels and patterns are also discussed.

- 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 have recently recruited a Hate Crime Project Support Volunteer who will be contacting all of our victims of hate incidents to find out more about their experiences with Gwent Police.

Awareness

Since last year's Annual Report our Hate Crime Champions, established in each Local Policing Unit (LPU) have delivered hate crime training to around 400 officers and 150 staff. The Community Cohesion Team continue to raise awareness within communities and partner organisations of hate incidents and crimes, their impact, and how to report. Sessions have recently been held with the Citizen's Advice Bureau and local secondary schools in Newport.

During Hate Crime Awareness week in October we ran a social media campaign using the hash tag #HCAwarenessCymru on our Facebook and Twitter feeds to spread messages of zero tolerance towards hate, and encourage people to report incidents. We included links to victim stories, information in a range of languages including British Sign Language, and signposted to other organisations that could support victims of hate crime. In addition, Gwent's online Hate Crime page has moved from our corporate site onto our public site, which means it is now more visible, and includes information about reporting hate crime to the police or other agencies in a range of formats.

We also ran an internal awareness campaign, focussing on a different 'strands' of hate crime each day to remind officers and staff of their responsibilities when dealing with hate incidents, and increase their understanding of those communities most vulnerable to becoming targets.

Reporting and Recording

Victims of hate crime can be reluctant to report incidents for a range of reasons. They may face physical barriers like communication difficulties, or have low confidence in the police because of previous experiences or concerns that they will not be provided with appropriate support. Looking at our Equality data for 2013 /14 which includes the number of reported hate incidents and crimes has raised some issues for us that we intend to address over the next 12 months.

Reported homophobic and transphobic hate incidents have increased since 2012/13, and even more significantly since 2011 when we introduced our LGB&T Liaison Officers who are specifically trained to support victims of these types of incidents. In 2011 we had 19 reported homophobic incidents and just 1 transphobic incident. In 2012/13 we had 77 reported homophobic incidents and 10 transphobic. Many of our Liaison Officers now have incidents reported directly to them through their engagement work with local LGB&T Forums, or by victims that now have more confidence that they will be treated sensitively.

"I didn't want to take it any further, they got someone from the LGBT (Liaison Officer Team) to contact me to see if I needed support – very helpful, if the situation was different and I had wanted to take it further then I know I could have."

Victim of a homophobic hate incident

Whilst overall numbers of hate crimes have increased, we have seen a drop in the reporting of both race and disability incidents, disability being an area which we know is already significantly under reported. In order to provide the same level of support to victims of all types of hate incidents and encourage increased confidence to report, we have provided 2 days training to our LGB&T Liaison Officers to enable them to take on the role of Hate Crime Support Officers (HCSO). HCSOs will be a single point of contact for victims, provide advice and guidance to the investigating officer and signpost the victim to other support services. HCSOs are being trialled for 12 weeks in Newport and their success will be evaluated before an anticipated Forcewide rollout.

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).

This Objective has stayed the same, but we have altered our action plan slightly to reflect work that we have been able to complete, and areas that still need some attention.

Key Achievements – in brief

- A delivery plan has been agreed and signed up to by 12 partners
- Over 1000 Police and Partnership Staff have received awareness inputs over the past 12 months
- Staff across both Statutory and Voluntary agencies have received awareness training.
- Development and Completion of a NCALT package to raise awareness with all Police and Community Support officers
- Development of PREVENT Groups for Higher and Further Education across South Wales
- Positive messaging about PREVENT in local communities

Delivery Plan

The Partnership PREVENT Action Plan was agreed by the G7 group, which includes Chief Executives from each Local Authority and the Chief Constable, on 23rd January. The National PREVENT Strategy has been subject to an Equality Impact Assessment and a localised Equality Impact Assessment has recently been completed and is to be reviewed by the Management Group on 16th July.

Engagement with Young Asian Community and Asian Women

Mechanisms are being established to provide regular updates to these communities around their identified local priorities. Engagement with young BME Communities and BME Women has been undertaken in Maindee around FGM and Domestic Violence at this stage. Six Community Support Officers are in the process of PREVENT training which will focus on engagement opportunities with these groups, with the final stage being completed in August 2014.

Awareness

An agreed plan of community engagement has been developed within the new Action Plan. Much of this will take place in the next year as we have concentrated to date on raising awareness amongst staff in organisation 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.

Identified lead officers are developing contacts with Equality Councils, Communities First and Community Voluntary networks. We are working in co-operation with local authorities to provide awareness to Communities First clusters with presentations arranged in Blaenau Gwent and Torfaen. Over 1000 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.

An NCALT package to raise awareness of PREVENT with Police and Community Support officers in Gwent has recently been completed. The PREVENT lead officer has asked that all officers complete this training.

One of the key elements of Prevent is working with vulnerable institutions and these have included

Colleges and Universities. PREVENT Groups for Higher and Further Education across South East Wales have been developed and are used for the exchange of information and formulating best practice. Recent awareness raising with one of the colleges has again provided positive feedback.

“The training was pertinent given the problems in Cardiff recently and it outlined various extremist groups and their activity; some of which I would not have associated with terrorism/extremism such as those opposed to hunting. There were also some examples raised for us to consider triggers and decide which scenarios would need to be referred and which would not. Overall, a good introductory session if you have little knowledge of the topic.”

Training attendee

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.

This Objective has stayed the same, but we have extended the timescales to do further work around improving accessibility within our Custody units.

Key Achievements – in brief

- Improved capacity to monitor the Protected Characteristics of people coming through Custody
- Accessible pack in development for all Custody Units
- Visits for community groups ongoing within Newport Central Custody Unit

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
- A selection of disabilities

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

Specific Needs

As part of our work to ensure individual needs are responded to within our Custody Units, we invited a local support group for people with Autistic Spectrum Conditions to come and visit our Custody Unit in Newport Central Police Station. Around 12 young people and some parents were able to take a tour of the cells, discuss the process that is followed when someone is brought into custody, and talk about why someone may end up in a Custody Unit. Some of the young people gave us some specific feedback on the type of information that they would like to receive if they came into the Custody Unit, and how this could be presented in a way that is accessible and appropriate.

Their feedback is contributing to the development of our EasyRead Guide to Custody which is about to go to print. The Guide is designed for anyone that would benefit from having information presented in simple, plain English and will soon be available in all of our Custody Units. The Easyread Guide will form part of a larger Accessibility Pack which will include advice for Custody Officers around communicating effectively with disabled people, providing reassurance, and identifying where a person has a disability.

Further visits are planned for people that may have particular concerns about coming into a custody environment, for example, transgender people, people with mental ill health, and asylum seekers/refugees. Custody staff are also being updated on topical equality and diversity issues - guidance from the National Association for Muslim Police Association on ensuring Muslim detainees' welfare during Ramadan has recently been circulated; similarly advice around the searching and treatment of transgender detainees in Custody, including signposting to the National Trans Police Association's 24 hour helpline.

“A huge thanks for Gwent Police for showing us around the custody area. I think we learned a lot from each other”

One of our visitors from the National Autistic Society Cymru

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.

This objective has stayed the same, but we have completed our action of developing 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.”**

Key Achievements – in brief

- Appointment of a Gypsy and Traveller Diversity Champion
- Development of a specific Gypsy / Traveller Action Plan
- Identification of good practice and Single Points of Contact in each Local Policing Unit

Leadership

A Chief Inspector and Inspector deputy have been identified as Diversity Champions for Gypsy and Traveller issues for the Force. Gwent has a senior Diversity Champion for each Protected Characteristic, including Race, but it was felt that the complex nature of the Police's relationship with Gypsy and Traveller communities meant that a dedicated Champion would be of benefit. You can read more about the role of Diversity Champions at the end of this report.

Our Action Plan

Gwent now has a specific action plan which seeks to identify key ways in which we can work towards our Gypsy and Traveller Equality Objective. Actions include:

- To review the Force's Unlawful Encampment Procedure and assess whether any further guidance is needed to be made available to officers.
- To develop and promote Force guidance on Gypsy and Traveller cultural practices
- To scope the current levels of engagement with Gypsy and Traveller communities across LPUs, identify and share best practice
- To identify key personnel that would benefit from targeted training around Gypsy and Traveller issues in order to support effective engagement
- 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

At the moment we are focussing on our engagement with local Gypsy and Traveller communities living on permanent sites, and establishing local points of contact (SPOCs) in each of our Local Policing

Units to work with Gypsy and Traveller communities that may travel through the Gwent area, or set up unauthorised encampments. A training event for our SPOCs is planned for August 2014, and we have already identified some positive work that officers have been doing locally, including:

- Taking part in a mentoring project for female Gypsy and Traveller students attending West Mon Comprehensive School
- Providing a dedicated Community Support Officer (CSO) for the Gypsy and Traveller Communities on permanent sites in Torfaen
- Regular visits from CSOs to our site in Blaenau Gwent and engagement in particular with younger people

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.

This objective has stayed the same, but we have developed a new action plan which reflects activities already completed and areas where we still have work to do. Gwent has been scrutinised several times over the last 3 years in relation to our stop and searches, and in particular, the number of black and Asian people that we stop and search.

To date, inspections carried out by the Home Office and by the College of Policing, have indicated that our stop and searches are justified. However, there are gaps that we need to address (like most Forces on a national basis), particularly around our engagement with local communities about stop and search, the way we record and analyse information about our stop and searches, and how we measure its effectiveness. Our new action plan sets out how we will do this.

Key Achievements – in brief

- Appointment of a Tactical Lead for Stop and Search
- Development of a new Stops Improvement Plan
- Committing to the College of Policing's Best Use of Stop and Search Scheme
- Creation of a Gwent Police Stops Board

Leadership

A Chief Inspector has been appointed as the Stop and Search Tactical Lead for the Force. Stop and Search as a portfolio is now owned by our Assistant Chief Constable. The Force has a robust Policy around stop and search which clearly sets out local, supervisory, and Force responsibility in monitoring and measuring the impact of stop and search activities, which all officers have recently been reminded of as part of Forcewide messages from our Chief Inspector Lead.

Gwent will also be attending the national Police Public Encounters Board (PPEB). The PPEB exists to provide a national forum where all issues relating to interaction between the police service and members of the public can be considered and debated. It also provides an opportunity to identify and promote best practice.

Our new plan

Our new Stop and Search Improvement Plan identifies the following priorities:

- Delivery Area 1: Leadership

To provide strong and visible leadership which raises and maintains the profile of stop and search within the Force and delivers consistent messages around corporate expectation

- **Delivery Area 2: Data Quality and Analysis**

To improve data quality, making it fit for purpose and robust enough to inform management and Force decisions

- **Delivery Area 3: Scrutiny**

To have systems in place that allow for ongoing internal and external scrutiny of the quality of stop and search encounters

- **Delivery Area 4: Community Relations**

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

Our Stops Board

To make sure the Plan is delivered the Assistant Chief Constable has established a Force Stops Board who will meet regularly to monitor and assess progress. As well as representatives from different workstreams across the Force, members of the Board will include community representatives, members of GEMA (previously Gwent Police Black Police Association) and representation from the Office of the Police and Crime Commissioner.

The Best Use of Stop and Search Scheme

The Home Secretary recently announced the Home Office and College of Policing will launch a new "Best Use of Stop and Search" scheme which all police forces in England and Wales will be invited to sign up to. Gwent's Chief Constable has recently committed to the scheme which will be launched in the summer of 2014.

Forces participating in the scheme must:

- Record 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"
- Allow members of the public to apply to accompany officers on patrol
- Introduce 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
- Amend their use of the Section 60 stop and search power

Objective 7: Access and Engagement

To reduce identified barriers people face in accessing police services through maximising engagement opportunities with people who share protected characteristics.

We have reviewed this objective and the actions that sat under it and have decided to remove it from our Strategic Equality Plan. Many of our other Objectives address similar themes and as our engagement with people that share Protected Characteristics is now monitored through our Engagement Strategy and Engagement Forum, having an Equality Objective relating to the same activity was duplicating work already on-going. Specific actions around the removal of barriers and improvement of access for disabled people have been incorporated within our Disability Objective.

Key Achievements – in brief

- Introduction of an Engagement Dashboard, monitoring engagement with people that share Protected Characteristics on a local basis
- Independent Advisory Group Members are now supporting local Neighbourhood Teams in improving their approach to engaging minority groups
- Examples of positive intergenerational engagement across the Force
- Gwent's first Disability Forum established

Monitoring Engagement with People that share Protected Characteristics

As part of our engagement work, Gwent Police has introduced an Engagement Dashboard; a system that rates the quality of engagement with diverse communities as Red, Amber or Green, depending on the quality and frequency of that engagement. The dashboard is organised by Protected Characteristic and is updated by each Neighbourhood Team on a quarterly basis.

Support of our Independent Advisory Group

Gwent Police has an Independent Advisory Group (IAG) made up of community members from across the Force area that bring with them their own diverse backgrounds and experiences to provide independent advice to the Force around any activities that have the potential to impact on our local communities. As part of the IAG's development plan for this year, we have aligned members with one or more Neighbourhood Policing Teams and have asked them to help assess how well we are doing in engaging our communities, particularly minority or hard to reach communities. Members will visit their Teams quarterly and feed back to us on how we are doing, whether there is any good practice that we can replicate, and will support our local officers by linking them with new community groups and offering advice around appropriate engagement.

Good Examples

As part of the Force's approach to engagement, we have been sharing good practice via a dedicated Engagement intranet site. The site now includes positive examples of intergenerational work, which was identified as a priority for both younger and older people during our Equality Objective consultation:

Year 11 pupils involved on the pupil scheme at Blackwood Comprehensive School Association have been working on a project to break down barriers between older and younger people. With support from the Neighbourhood Team they wrote, produced and starred in a bogus caller film which they have now shown to local Community groups.

Bedwas Neighbourhood Team, along with partners from Graig y Rhacca resource centre and Bedwas High School held a cheese and crime event at Bedwas Workmans Hall. The event was aimed at local over 50s with the intention of raising awareness of doorstep crime, scams and anti-social behaviour. The pupils involved were all aged between 11 and 15 years. Catering for the event was undertaken by a local social enterprise and pupils from the school served the attendees. 87 local residents attended as well as other agencies.

"I found the events very enjoyable and worthwhile. I received plenty of advice and information from the different agencies that attended the events and I thought the idea of using the school children was excellent. It gave the local residents a chance to speak to and work with them, which has helped us feel less fearful of seeing groups of local children around the area, as we know some of them through attending these events"

Local Resident

Access for Disabled People

This year, Gwent Police have established a Disability Forum, attended by disabled people, representatives of disabled people's organisations and key members of Gwent Police personnel. Although in its infancy, the Forum has met twice and discussed issues including disability hate crime, barriers to reporting incidents to the Police, local neighbourhood issues and how the Police can increase the confidence of disabled people.

In addition to our Disability Forum, we are also continuing to develop other ways of providing improved access to policing services for disabled people. We have three members of personnel currently completing their Level 3 British Sign Language Qualification, and are in the process of re-launching our SMS service as a 101 equivalent system for anyone with a communication difficulty, meaning they can use text messaging to report crime or make a general query rather than speaking on the telephone. Over the next 12 months Gwent Police will also be working in partnership with Autism Cymru to re-launch and expand the Autism Attention Card Scheme across all of the Welsh Emergency Services.

Section B: Internal Equality Objectives

A recent review of our internal equality objectives has resulted in the development of a single strategic equality objective which incorporates all outstanding actions from our previous plan.

Our revised Objective, 'Employer of Choice', which can be found in the Action Plan at the end of this document, outlines our aim to build an inclusive and supportive working environment that seeks to eliminate unlawful discrimination, harassment and victimisation.

Objective 8: Recruitment, Selection, Progression and Retention

To build an inclusive and supportive working environment that encourages and supports the development and progression of all staff. We will encourage innovative initiatives to recruit, support progress and retain personnel from diverse groups.

Key Achievements – in brief

- Recruitment of 10 female and 2 BME police officers as part an intake of 24 student police officers in August 2013
- Springboard Programme was attended by a further 8 police staff and 5 police officers in 2013
- Development of a BME Recruitment, Selection, Progression and Retention Strategy

Under-representation and Recruitment

Gwent Police recognises that there are areas of under representation within the Force at present. There are currently 15.6 Full Time Establishment (FTE) BME police staff working for Gwent Police, which represents 1.84% of the police staff establishment. There are 10 (FTE) BME Community Support Officers working for Gwent Police, which represents an additional 4.84% of the police staff establishment.

There are 12.87 (FTE) BME police officers within Gwent Police. These officer numbers indicate that we are short of reflecting the BME population of Gwent which is 3.9%, rising to around 6% in Newport. Female Police Officer strength equates to 30.46% of the total police officer establishment.

These challenges are increased by the fact that internal and external recruitment has been limited this year. The force did recruit 24 new police officers through an internal recruitment campaign,

which included police staff, community support officers, special constables and cadets. Whilst we were successful in 10 female and 2 BME officers being part of the intake of new police officers, limited external recruitment has prevented us from impacting further on the number of female police officers and BME staff and officers.

BME Development

Work is progressing to develop a BME Recruitment, Promotion & Retention action plan in consultation with GEMA (Gwent Police Ethnic Minority Association), Human Resources, Learning and Development and the Diversity Champion for this area. The plan will focus on building better links with BME communities in order to prepare for future recruitment activity, understanding and addressing any barriers facing BME personnel within the organisation and engaging BME communities in opportunities outside of officer recruitment – for example, Special Constables, Cadets and Police Support Volunteers.

Female Development

Female officers are under-represented within the Joint Firearms Unit. South Wales Police ran a Positive Action Firearms Awareness Day and encouraged any female Police Officers, who may be interested in working within the Joint Firearms Unit, to attend. The event aimed to increase these officers understanding of the role and the opportunities available within the Unit.

Officers had the opportunity to undertake the fitness test, which provided an indication as to where they are with their fitness levels. After this, there was a presentation on the Firearms Unit, which included detail around the specialisms available. There was also an opportunity for questions to be posed to the current firearms teams and serving female firearms officers.

Springboard, a personal development programme designed to help females identify their goals and then find the skills and confidence needed to achieve them, was attended by 8 officers and 5 police staff this year.

Identifying other Areas of Under-representation

Work has been undertaken to identify areas of under representation within the Force. In particular, a Self Service area on our people management system, i-Trent, will go live within the next financial year and will improve the amount of monitoring data being collected, as individuals will be able to directly input their own information, including Protected Characteristics that we don't currently monitor, like sexual orientation.

Objective 9: Learning, Training and Development

To train and develop our workforce to recognise the value of Equality and Human Rights for policing.

Key Achievements – in brief

- Delivery of Hate Crime Support Officer training to 12 officers and 6 staff
- Coaching and Mentoring Guide published with specific support to those from under-represented groups
- Coaching training to BME officers
- Training has been given to Human Resources, Local Policing Units and Champions from the Gender work stream to ensure that all are fully aware of updates and developments
- Stonewall Cymru delivered Managing Diverse Workforce training to 39 police staff and 64 police officers
- Equality Impact Assessment training delivered to 13 police officers and 16 police staff
- 4 senior police officers attended the Equality, Diversity and Human Rights in Action module within the Senior Leadership Programme

Hate Crime Support Officers

To support the work of our Hate Crime Support Officers, a 2 day course was developed which focussed on understanding the impact of hate incidents and crimes, understanding and supporting victims, signposting effectively and recording and recognising hate crimes. Inputs were provided by partner agencies including Race Equality First, South East Wales Regional Equality Council, Disability Wales and Victim Support. The training also included a morning of interaction with people who had experienced different forms of hate crime, including anti-Islamic, transphobic and disablist hate crime.

Coaching and Mentoring

Following the success of a Force Development Seminar, a number of questions were raised in relation to coaching and mentoring within the force. As a result, coaching and mentoring guidance has been published to increase understanding on how staff can access a coach or mentor to support them. The list of coaches and mentors, including those who have a particular interest or insight into supporting those from under-represented groups within the force and 2 BME officers who have undertaken coaching training, has been published.

Managing a Diverse Workforce – Stonewall Cymru

This input was aimed at Inspectors and above and police staff managers with supervisory responsibilities. The course covered legislation around equality, tips on how to deal with bullying, and focused on a case studies of a person who faced the challenges of coming out at work.

“I want Gwent Police to be an employer of choice and I am delighted that Stonewall has agreed to come and deliver this training for us, due to the expertise they bring. I am committed to fairness and equality and it’s absolutely vital that people can come to work and feel able to make a difference. I encourage people to take up this opportunity and will be monitoring attendance rates to ensure we are making the most of this learning.”

Chief Constable, Jeff Farrar

“For me this was a thought provoking course that I really enjoyed. It made me reflect on the difficulties people can face in the workplace when all they want to do is to make a difference and be valued for just being who they are.”

Chief Inspector Simon Jeffries, Force Diversity Champion, LGB&T

Further feedback from those who attended indicated that the 2 most valuable aspects of the training were gaining a greater understanding of Equality Legislation and a better awareness of the issues facing individuals LGB people within the workplace.

Equality Impact Assessment Training

Equality Impact Assessment Training was delivered to 29 people who are responsible for policy making, human resources or business change decisions. The aim of the training was to increase understanding of the Equality Act 2010, the types of discrimination that are unlawful, the business need for Equality Impact Assessments and how to complete them.

Of those who attended over 76% of attendees believed that the training was relevant to their role and 80% felt they would apply their learning in the workplace. Some of the most valuable elements of the training, as noted by attendees included, ‘learning about protected characteristics’, ‘using EIAs proactively’ and ‘recognising different types of discrimination’.

Domestic and Child Abuse, Stalking and Harassment

A comprehensive eLearning package has been rolled out to increase understanding around domestic abuse, child abuse and stalking / harassment. Through scenario-based learning, the course covers the definitions and some common indications for the core areas and also looks at how to identify and manage cases and reports of domestic abuse, child abuse and stalking and harassment.

Objective 10: 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.

Key Achievements – in brief

- Mental Ill Health training was delivered to 94 police officers
- Autism Seminar took place to help first contact staff within the police service develop a personalised approach when dealing with people who are within the autism spectrum
- Revised Attendance Management Procedures to support staff unable to attend work due to illness
- Health and Well Being Strategy, Mental Health in the Workplace Procedure launched and Well Being Master class held in the force in March 2014

Mental Ill-health Training

This half day input on Mental ill-health was delivered to Police Sergeants, including those from the Neighbourhood and Operational Support work streams, in order to develop knowledge of mental ill-health within the operational context and to enhance their skills to provide appropriate support to people that may have a variety of mental illnesses.

Autism Seminar

Gwent's Autism Seminar was part of the Welsh Government supported Autism and the Emergency Services Project. The seminar was aimed at increasing frontline Officers' awareness of Autism and its effects, and included a number of presentations from guest speakers who themselves have an ASD (Autism Spectrum Disorder) and a number of workshops that focus upon effective communication, environment adaption and police contact. Also contributing to the day were charities Autism Initiatives and All Wales People First. Local schools Trinity Fields, which is a specialist education provider for children with autism and Ysgol Cwm Rhymini jointly, delivered a session focusing on the sensory differences that can be experienced by people with autism.

A DVD is also being produced and will be used as a training tool to be shared with officers throughout Gwent Police, other forces and other agencies.

“Friday’s seminar brought together a number of organisations and individuals from across Wales to enable police officers and partner organisations to learn about people with Autism Spectrum Condition. As lead for disability for Gwent Police I am keen to enable officers and staff to do all they can to understand this condition which will allow us to engage an even wider range of people within our communities. I have personally learnt so much from the seminar and have been inspired by some of the individuals who have given up their own time to help us understand what they are dealing with on a daily basis.”

Superintendent Marc Budden, Force Diversity Champion, Disability

“Gwent Police have shown tremendous willingness to address the need for autism awareness within their service and with the condition affecting around 1 in every 100 people we would hope that this heightened sensitivity will result in easier interactions for people with autism who may come into contact with the police.”

Hugh Morgan OBE, CEO Autism Cymru

Attendance Management Procedure

Every year around 170 million working days are lost in Great Britain as a result of people being too ill to go to work. Generally organisations with lower levels of sickness absence have good absence management policies that do not see sick leave as intrinsically negative, but instead recognise

that everyone gets ill sometimes and it is in both the worker's and the employer's interests that the worker stays at home and gets better, returning to the workplace when they have fully recovered. The revised Attendance Management procedure aims to manage sickness by creating a climate of confidence. It seeks to ensure that staff are supported when ill and are aware of the repercussions / issues caused by their absence, of their responsibilities in this process and the ramifications of a failure to comply with the relevant procedures. This includes female supervisors being identified as contact points to support women during periods of ill health.

Gwent Police Health and Wellbeing Strategy

The Gwent Police Health and Wellbeing Strategy was launched in March 2014 to support people to deal effectively with stress and keep healthy, physically and mentally. Senior managers, Staff Associations, Unison and Staff Networks received a morning's specialised training about the tools and techniques they can employ to ensure well-being at work, including the moral, legal and financial case for improving mental health in the workplace, how to make reasonable adjustments to accommodate someone suffering stress or mental health issues at work and building resilience in the workforce.

“Our aim is to ensure Gwent Police makes every effort to help its police officers and staff be physically and mentally healthy with a positive sense of wellbeing.”

Head of People Services Bob Parker

“This was a superbly staged event which gave a tremendous amount of practical advice.”

Attendee

To complement the Strategy, we have also published our Mental Health in the Workplace Procedure and signed up to the Mindful Employer Charter. The Charter is a standard for Employers who are positive about Mental Health, including committing to avoiding discrimination in Recruitment and Selection processes and supporting staff who experience Mental Health issues in the course of their employment. Our Procedure aims to promote a positive workplace culture, reach out to people with mental health and stress related problems and recognise the importance of promoting wellbeing. It aims to ensure that Officers and Staff with a mental health condition are fully supported in the workplace, reduce the risk factors for mental ill health, promote the employment of people who have experienced mental health problems and support them once they are at work.

Additional work around Disability can be found under our Access and Engagement Objective.

Objective 11: Parental Provisions

To ensure that officers and staff have access to information about workplace provisions and processes including pregnancy, maternity and paternity leave, and returning to work after maternity leave. To ensure that officers and staff are not disadvantaged by virtue of having taken a period of leave relating to parental duties.

Key Achievements – in brief

- Following focus groups, revised maternity support and guidance has been developed to support both the individual and line managers
- Flexible working policy and procedures reviewed to more effectively consider individual requirements

Pregnancy and Maternity

A Working Group was established to identify current issues for people affected by pregnancy and maternity. It was identified through an absence management questionnaire that 59% of female respondents felt they had received little or no support whilst they were on maternity leave. As a result of this, focus groups were set up to gain feedback from women that had been on maternity leave and from managers who had supervised women during pregnancy and maternity leave.

The feedback was used to improve existing procedures, with the aim to improve communication and support during pregnancy and maternity leave. A Maternity Flow Chart has been developed to set out a step by step guide for both the individual and line manager. The flow chart is a live document that can be accessed on the intranet and will be sent to all pregnant women and their supervisors.

Supervisors will also receive an alert on the 'alerts / actions' tab on their 'My Page' of our intranet site, which will contain a link to the flow chart, this will appear once HR has been notified their staff member is pregnant. We have introduced one to one meetings for all pregnant women with their line managers and HR Advisor to ensure women are given the appropriate support and guidance. This will help to ensure all women know their rights and entitlements and are given the appropriate support during their maternity leave.

Flexible Working

Gwent Police is committed to facilitating flexible working and whenever possible accommodating an individual's requirements. Flexible and part-time 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 stress and absenteeism, increase effectiveness and morale, improve commitment and help retain skilled staff. Individuals that work flexibly can be long serving, highly productive and loyal members of staff. When consideration is being given to a flexible working application, it is important to take into account the needs of the individual against operational demands. Individuals do not have an absolute right to work specific hours and / or days of their choosing; working patterns must be compatible with the operational requirements of the Force. To support this process our flexible working policies and procedures have been reviewed to more effectively consider requests.

Objective 12: Embedding equality and diversity through our policies, procedures and process

Developing our culture to embed the principles of equality in all that we do, recognising and respecting individual values and peoples' differences.

Key Achievements – in brief

- Diversity Champions established and working with Staff Support Networks
- Increased our score in this year's Stonewall Equality Index
- Sexual Orientation in the Workplace survey / Staff Survey
- Work progressed to identify the interest in a Religion and Belief Staff Support Network
- Regular staff communications around diversity issues
- Domestic Abuse in the Workplace Policy and Procedure reviewed and published
- Gender issues now included in estate plan considerations
- Equality Impact Assessments firmly embedded into policy making process

Diversity Champions

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. An additional Champion has recently been recruited for Gypsy and Traveller communities. A Statement of Intent has been developed for our Champions which formally sets out their role. 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.

Stonewall Equality Index

One way in which Gwent Police measure how successful we are in promoting and embedding LGB equality within the workplace is to take part in the annual Stonewall Workplace Equality Index. The

Index 'ranks' organisations based on what they are doing to create a safe and inclusive environment for their LGB employees, customers, service users and stakeholders. This year Gwent Police came in at number 101 out of a total of 369 employers from 38 different industries. Although just outside the top 100, we also increased our score by 9 points, which shows that we have made significant progress within the last 12 months.

Significant improvements were made this year in the areas of staff engagement, procurement standards and several areas of the work undertaken were highlighted as best practice. Prism, the Gwent Police LGB&T (Lesbian, Gay, Bi-Sexual and Transgender) Staff Network was highly praised for its impact.

“Everyone who played their part in achieving an increase in points in this year’s Stonewall Workplace Equality Index should be proud that they are helping to create a Police Service that recognises and values LGB&T staff and communities. This month we look forward to celebrating this success, as well as the achievements of LGB&T people throughout history.”

Chair of Prism, PC Mark Jenkins

Sexual Orientation in the Workplace Survey

The Sexual Orientation in the Workplace survey was the first time Gwent Police had sought views from personnel specifically around issues of sexual orientation, and the first time an opportunity was provided for personnel to self-identify as LGB or T.

- There were 220 completed responses which equates to 9.3% of the Force (9.5% of Police Officers and 9% of Police Staff)
- 17.2% of respondents declared themselves to be LGB or T. The majority are fully open about their sexual orientation in the workplace and of those that are not fully open, the main reason is that they do not feel it is relevant.
- The statistics indicate that for both Officers and staff, Senior Management is not representative of wider society in relation to the percentage of LGB&T individuals occupying those roles.
- Generally, the majority (81.6%) of respondents feel that Gwent Police is an LGB&T friendly employer.
- 91% of respondents felt that they had not experienced or perceived any harassment or bullying but some respondents said that they had at some point within their service.

“The survey was really useful in that we have been able to glean a number of actions and recommendations from it - including the need for greater publicity around diversity and equality issues; diversity training for particular ranks of staff and increased development opportunities.”

Chief Inspector Simon Jeffries, Force Diversity Champion, LGB&T

Religion and Belief Network

The Force Diversity Champion for Religion and Belief is a point of contact for any officer or member of staff who would like to discuss issues, problems, concerns or initiatives that relate to this area of diversity. As part of this work, a scoping exercise is taking place to identify whether there is a need or desire for Gwent Police to establish a Religion and Belief Staff Support Network. The Network would be envisaged to provide the following:

- Support, advice and guidance to the Force as well as staff and officers around issues relating to religion or belief
- A platform for concerns to be raised at a strategic level in order to influence change
- Support for officers and staff that may be experiencing bullying or harassment within the workplace or from members of the public the workplace or from members of the public related to their religion or belief

Domestic Abuse in the Workplace Policy

Our Domestic Abuse in the Workplace Policy and Procedure have been reviewed and now include the Home Office 2013 definition of Domestic Abuse and definitions of Violence Against Women and Sexual Violence as outlined in guidance published by the Equality and Human Rights Commission. Gwent Police recognises that every 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. The Domestic Abuse Workplace Policy and Procedure outline the impact of domestic abuse and how individuals will be supported. All line managers are required to familiarise themselves with the policy and procedure.

Equality Impact Assessments

Gwent Police continues to ensure that Equality Impact Assessment is firmly embedded in our policy and procedure making process. This year, 30 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 are working to ensure that every business decision or change which will impact on either our staff or communities also has a full Equality Impact Assessment completed.

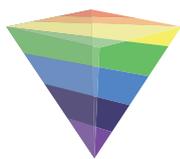
Equality and Diversity Communications

We regularly use our intranet and online News facility, the Gwent Guardian, to remind personnel of their responsibilities in relation to equality and diversity issues, as well as raise awareness of the needs of people that they may come into contact with that share Protected Characteristic. This year our articles have included:

- A different ‘themed’ article for each day of Hate Crime Awareness week, highlighting resources and reminding officers of their responsibility to respond appropriately to victims of hate incidents. Some of our articles were written by members of our Staff Support Networks with personal experience of discrimination or prejudice.
- Articles to mark Holocaust Memorial Day and the Srebrenica Genocide
- Reminder to all staff on considerations to be made around the searching and detaining of transgender people
- Comprehensive guidance for all police officers and custody staff around the sensitivities of policing during Ramadan, and any welfare considerations that should be made in the event of Muslim detainees

Our Staff Support Networks

Prism and our LGB&T Liaison Officers



Prism

Gwent Police LGB&T Support Network

Prism has had a busy 12 months. Our regular attendance at Cardiff Mardi Gras was expanded last summer with a much more impressive stand and specially developed community engagement and survey activities. The new look stand was very well received and was featured in

the local news, and preparations are now well underway for this year’s Mardi Gras. The network continues to raise the community’s awareness of its work through attendance at events such as Sparkle and Swansea Pride.

Members of Prism have also delivered a training package on dealing with homophobic, biphobic and transphobic hate crimes and same-sex domestic to staff within the Force Control Room and the Contact Centre. This means that incidents will be flagged up at the point of first contact and more referrals made to the Liaison Officers. The presentation was also delivered to the new police officers joining the Force, giving them a good grounding in how to deal with such incidents.

Prism continues to support members’ continued professional development by facilitating attendance at conferences and seminars hosted by organisations such as Stonewall, the National Trans Police Association and other police forces. The network’s LGB&T Liaison Officers are supporting Community Cohesion in the launch of the Hate Crime Support Officer scheme and have already begun taking referrals as part of the pilot. Prism’s Twitter feed can be accessed at: twitter.com/gwentpolicegbt and

is another valuable community engagement tool for the network.

Our Liaison Officers have also been busy this year. As well as helping to set up and run a LGB&T awareness event at the college in Ebbw Vale, they have established a police presence within a newly set-up LGB&T youth forum in Usk, attended Swansea Pride and Cardiff Mardi Gras.

Gwent Police Ethnic Minority Association (GEMA)



Gwent Police Ethnic Minority Association
Cymdeithas Lleiafrifoedd Ethnig Heddlu Gwent

GEMA was formed as Gwent Black Police Association in 1999 as a support network for black and minority ethnic staff. This year, after a period of discussion it was renamed as GEMA to reflect the large number of ethnic minority staff and officers who are not black. GEMA continues to be involved in discussing and advising the Force regarding Race, Equality and Diversity and Staff Welfare issues, and is also planning a renewed focus on engaging with our

minority communities within Gwent. One of GEMA's aims for the coming year is to increase its membership, particularly members of personnel who may not be a visible minority but have other heritage, for example, our Eastern European officers and staff. GEMA will host an All Wales BME Development Day this year, and their new Chair has pledged to deliver his 'BRAVE' Vision:

- Be Engaged in BME Communities and lead on reducing Race Hate Crime
- Raise the GEMA profile locally, regionally and nationally
- Agitate for Gwent Police to better reflect the ethnic minority communities it serves – a Service that Works
- Value and support our members
- Empower and progress BME staff & officers in Gwent Police – an Employer of Choice

Our Other Networks

Gwent Police's other Staff Support Networks, Gwent Police Women's Association and Gwent Police Disability Support Network continue to work closely with their respective senior Diversity Champions to provide ongoing advice and guidance to the Force on their areas of expertise, and support personnel that are experiencing issues in the workplace.

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 issues including disability, gender, sexual orientation, age, race, culture and religion.

In order to support the Force's delivery of our Equality Plan, members have this year been aligned to strategic areas of work, including Hate Crime, Prevent, Domestic Abuse, Disability and Stop and Search. IAG Leads for these areas will be working with the relevant workstreams to help ensure that equality and diversity issues are considered as part of on-going projects.

“Being a member of the Gwent Police Independent Advisory group allows me the opportunity to really make a difference; not just to how the force improves as an organisation, but also to how the public receive services. What is particularly great about being part of the IAG is that it gives you access to senior levels of the force who are committed to constantly learning and improving. There is a real sense that your opinion matters, and what you say will assist in design and development of the force and service delivery.”

Nick, IAG member from Abercarn.

**People Services,
Gwent Police,
Floor 2,
Vantage Point,
Tŷ Coch Way,
Cwmbrân,
Torfaen.
NP44 7HF**

Tel: 01633 64 20 20
Fax: 01633 64 55 03
Minicom: 01633 87 75 74
www.gwent.police.uk

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

Tel: 01633 247907
Email: 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
www.gwent.pcc.police.uk

**Professional Standards Unit,
Gwent Police,
Caerleon House,
Mamhilad Park Estate,
Pontypool.
NP4 0XX**

Tel: 01495 74 53 72

**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

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>	<p>Provision of appropriate, multi-agency intervention at the earliest possible stage for vulnerable victims of all types of hate crime</p>	Hate Crime Lead	March 2015	MARAC system piloted in 1 LPU
<p>2. To create a workforce that understands the issues, impacts and needs of individual communities</p>	<p>Better informed staff and officers, who are appropriately trained to recognise and deal with hate crimes.</p>	Hate Crime Lead	March 2015	Second Phase training rolled out to NPT Sgts
<p>3. To challenge discriminatory and intolerant attitudes and intervene early in order to prevent escalation</p>	<p>Early identification of vulnerability, disability and repeat victims</p>	Hate Crime Lead	March 2015	Review of VRA and implementation of case management system
<p>4. To achieve better identification of hate crimes, ownership and management of cases</p>	<p>Increased successful prosecutions/offenders brought to justice and improved services to victims</p>	Hate Crime Lead	March 2015	Processes in place within NPTs to effectively manage and own hate crimes and incidents
<p>5. To increase reporting and improve access to victim support services, particularly for disability hate crime</p>	<p>Third party and direct reporting systems that are accessible and fit for purpose. Regular reviews of victim satisfaction levels</p>	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"> • SMS 101 / 999 reporting • Pegasus • Autism Card
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&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 & 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"> - Line manager knowledge gaps in relation to maternity issues - The restricted roles undertaken by female officers / staff and the impact this may have on development / progression. 	<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 & 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&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&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"> medical issues - Shift Working - Trust & Confidence surrounding confidentiality issues - Understanding and identification around stress and causes for women's health. 			
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.

