**Office of the Police and Crime Commissioner for Gwent   
and Gwent Police: How we developed our Equality Objectives 2020–2024**

**Research**

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

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

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

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

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

**Engagement with Staff and Communities**

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

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

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

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

**Analysis of Engagement Information**

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

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

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

**Current Crime Issues and Crime Trends**

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

**Analysis of Gwent Police Data**

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

**Analysis of National Research**

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

**National Police Chiefs Council (NPCC)**

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

* Our Organisation
* Our Communities
* Our Partners

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

**Online Survey**

In March 2020, the OPCC launched the joint OPCC and Gwent Police online Equality Objectives Survey. The survey was widely publicised and a total of 771 responses to the survey were received, including 102 paper-based responses obtained through face-to-face engagement.

The following demographic information was provided by participants:

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

**Focus Groups and Engagement**

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

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

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

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

In lieu of the planned workshop activity with OPCC staff, a tailored survey was developed from the public consultation. This enabled colleagues to not only provide their views on the proposed objectives, but also to suggest any work activities undertaken that would support the successful achievement of the objectives. 12 responses were received out of a possible 18.

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

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

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

We were also able to incorporate feedback to both organisations from ongoing internal and external engagement through the year, including wider discussions with and observations from:

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