**Mae’r ddogfen yma ar gael yn y Gymraeg**





Strategic Equality Plan Annual Report 2022/23

# **Introduction**

This annual report highlights some of the key activities and achievements by the Office of the Police and Crime Commissioner (OPCC) during 2022/23 in meeting its public duties under the Equality Act 2010, as set out in the joint OPCC and Gwent Police Strategic Equality Plan 2020-24.

We have continued to focus on working with Gwent Police, partners, and communities to address ongoing issues and challenges such as the abuse of police powers, racial disparity and systemic racism, and trust and confidence in the police service.

We have also continued our involvement with the Criminal Justice Anti-Racism Action Plan for Wales. As the Action Plan is implemented, it will further inform our work to tackle racism and embed racial equality into our systems, policies, and practices, helping to strengthen public confidence in the policing services we provide.

During the year, we were pleased to host the Knife Angel, a 27ft sculpture constructed from more than 100,000 knives, as part of a national tour to raise awareness of the devastating consequences of violence and aggression in communities. This was supported by extensive engagement with children and young people across Gwent.

We have also continued to provide funding for projects and programmes to support children and young people at risk of criminality and away from the criminal justice system.

This report reflects the work of the OPCC only and a separate report will be published by Gwent Police and scrutinised by the PCC. However, this document does include examples of collaborative work carried out between our organisations. There are four strategic equality objectives:

* Priority 1 – Supporting Vulnerable People. To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.
* Priority 2 – Legitimacy and Fairness. To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.
* Priority 3 – Access, Engagement and Cohesion. To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work we do promotes inclusion and cohesion.
* Priority 4 – Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

The objectives were set in conjunction with key stakeholders from the communities of Gwent. A delivery plan is in place to support and track progress and identify further opportunities for development. This forms the basis of this report.

The OPCC’s commitment to equality, diversity and inclusion is integral to its values, which underpin everything it undertakes across policing.

This report should be read in conjunction with the Police and Crime Plan Annual Report 2022/23, which provides additional context and information on many of the activities highlighted in this document.

More information on the work of the OPCC and the initiatives mentioned in this report can be found on our website [The Police and Crime Commissioner for Gwent | Gwent Police and Crime Commissioner (pcc.police.uk)](https://www.gwent.pcc.police.uk/).

# **Supporting Vulnerable People**

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

## **What We Have Done**

**Violence Against Women, Domestic Abuse, and Sexual Violence (VAWDASV)**

* The Deputy Police and Crime Commissioner co-chaired the all-Wales VAWDASV taskforce that brings together leading agencies in Wales to challenge attitudes and behaviours that contribute to abuse.
* We continued to contribute funding to services for survivors of rape and sexual assault, crime which predominantly affect women.
* New Pathways provides Independent Sexual Violence Advocate (ISVA) and counselling services for children and adults and hosts the Sexual Assault Referral Centre for Gwent. A specific counselling service is available for children and young people aged between 3 and 25. Out of a total of 2,020 referrals, support was provided to:
	+ - 297 people identifying as lesbian, gay, bisexual, or with another sexual orientation;
		- 71 people from Black, Asian or minority ethnicities; and
		- 409 people disclosing a disability at the time of engagement.
		- New Pathways’ Community Engagement ISVAs have carried out specific activities to reach Black, Asian and minority ethnic communities, including giving talks on the work of the organisation to key community representatives of New Pathways’ Diversity Steering Groups. Recruitment processes are designed to reach a greater diversity of job applicants through advertising on Diverse Cymru.
		- Cyfannol Women’s Aid also provides ISVA and counselling services, as well as group and peer support, and support for victims of exploitation. Cyfannol’s Awareness Raising project has facilitated engaged with lesser heard communities. They have developed easy read resources on VAWDASV aimed at people with learning disabilities. Core information is also being made available in Polish, Romanian, Bengali, Arabic, and Ukrainian. Out of a total of 335 referrals, support was provided to:
		- 45 people identifying as lesbian, gay, bisexual, or other sexual orientation;
		- 10 people from Black, Asian or minority ethnicities;
		- 37 people disclosing a disability at the time of engagement.
		- A new website has been launched which provides resources for specific communities, such as links to Sign Health for the deaf community, Chayn aimed at honour-based violence and forced marriage, and The Traveller Movement, an organisation that works predominantly with ethnic Gypsy, Roma, and Traveller communities.
* We continued work with criminal justice partners to implement and raise awareness of the new remote evidence site in Gwent. The facility is available to victims and survivors of domestic and sexual abuse, enabling them to provide evidence in court without needing to be in the same building. During the year, the site was used in 17 out of 68 cases.
* We hosted a week-long roadshow in partnership with Cyfannol Women’s Aid and Gwent Police to raise awareness of World Elder Abuse Day. We engaged with more than 200 people and more than 600 crime prevention items were handed to residents, including many Live Fear Free items. Following the roadshow, we received overwhelming positive feedback and messages of thanks from victims of VAWDASV.
* We responded to the Home Office consultation on public sexual harassment and the proposal to enhance existing criminal offences, linked to the Government’s tackling Violence Against Women and Girls Strategy.

**Hate Crime and Disability-Related Harassment**

* For Hate Crime Awareness Week, we co-ordinated a week-long road show across Gwent to provide advice, guidance, and support to residents to help raise awareness of hate crime and how to report. Partners including Gwent Police, Connect Gwent (our multi-agency victims’ hub), Fearless, South Wales Fire and Rescue, Umbrella Cymru and Victim Support also participated.
* We worked with local disability groups to co-produce the easy read ‘Keeping Safe’ leaflet. Launched during Hate Crime Awareness Week, the leaflet aims to help people with disabilities understand when a hate crime has been committed and how they can report it. More than 600 leaflets have been distributed as part of our awareness-raising campaign.
* While the recording of hate crimes in Gwent has continued on an upward trend, we recognise that under-reporting persists. Race related hate crimes remain the highest across the reporting strands. Reporting of disability-related, transphobic, and homophobic occurrences remain low. Furthermore, work continues to ensure that religious incidents are identified correctly and not aggregated into racial incident recording.

* We continued to work with Gwent Police to improve internal mechanisms and police responses to reported hate crimes and incidents, including enhanced performance monitoring and ongoing contributions to scrutiny and governance processes.

**Early Intervention and Prevention**

* We continued to support provision of the Early Action Together programme in Newport. The multi-agency programme supports the identification of vulnerable children, providing early intervention to keep them out of the criminal justice system, break the generational cycle of crime, and improve their lives. During the year:
* 309 families benefitted from the programme;
* 506 children and young people in these families benefitted either directly or indirectly from the support;
* 43 beneficiaries identified with Black, Asian and minority ethnic backgrounds.
* During November, we hosted the Knife Angel and undertook complementary engagement work with more than 4,000 young people from 27 schools and colleges across Gwent during November. Our partners at Fearless delivered workshops about the dangers of violence and aggression, and we also engaged with primary schools and youth groups to discuss these issues. This work has continued through the rest of the year.
* We committed further funding to Crimestoppers and the St Giles Trust to educate, inform and work with young people to prevent and reduce serious violence and raise awareness of the dangers of serious and organised crime, helping to divert them away from involvement. The young people engaged with the services are from a range of backgrounds with differing support needs and factors, including mental health and cost of living pressure, which may influence their behaviour.
* We also provided funding for 90 young people, including some that had been identified as being at risk of becoming involved in crime, to benefit from Street Doctors Sessions. Run in a fun and informal way while conveying a very serious message, the sessions equipped young people with the skills to help someone who has been stabbed or is bleeding excessively.
* We continued to contribute funding to Positive Futures, an inclusion programme that uses sport as a tool to engage with young people and discourage anti-social behaviour. 842 scheduled diversionary sessions took place across Gwent, with a further 81 reactive Positive Futures sessions held to tackle specific anti-social behaviour issues. Of those engaging with sessions:
* Over 1,200 people identified with Black, Asian and minority ethnic backgrounds;
* 77 people disclosed a disability.

Participants reported improved health and wellbeing, greater life skills, and increased engagement in education, employment, and training.

* We undertook extensive recommissioning work on the Women’s Pathfinder Whole System Approach (WSA) and 18-25 Early Intervention Service in partnership with South Wales OPCC, His Majesty’s Prison and Probation Service (HMPPS) and Welsh Government.
* The WSA service continues to receive low levels of referrals for women from ethnic minority backgrounds. Work is being undertaken with partners, including Women’s Connect First, to identify key referral routes into the service.
* Developing effective service user demographic data continues to be a focus for the 18-25 Early Intervention Service contract monitoring process.

**Supporting Victims**

* We continued to provide funding for specialist services for victims of crime within Connect Gwent, the multi-agency hub funded by the OPCC. These services include:
	+ Age Cymru;
	+ Umbrella Cymru’s ‘RE:Live’ children and young people’s service
	+ A mental health and wellbeing practitioner; and
	+ Victim Support.

Service user data shows that the numbers of people from ethnic minority backgrounds, disclosing disabilities, or identifying as lesbian, gay, bisexual, transgender or with another sexual orientation or gender identity (LGBTQ+) are low. We continue to work on the effective recording of service user demographic data as within our contract management processes.

* We have continued to lead on implementing the Victims’ Code of Practice compliance dip sample across Wales. The dip sample seeks to improve the experiences of victims by examining agency compliance in individual cases against the 12 rights contained within the Victims’ Code. Any opportunities for learning or examples of good practice are shared to help drive improvements. Victim ethnicity will be included in future monitoring to further inform any learning from the activity.
* We led on a collaboration between the OPCC, Gwent Police and Media Wales for national news coverage about modern day slavery. A Media Wales reporter accompanied Gwent Police as officers visited hand car washes in Gwent to help raise awareness of modern slavery in Gwent and across the UK. More than 40 people were made safe by officers during the 2-month operation.

**Fraud and Cyber-Crime**

* We provided information about keeping safe online to more than 100 people at the Age Cymru 50+ Information and Carers Event alongside Gwent Police’s Neighbourhood Watch Co-ordinator and the We Don’t Buy Crime training team.

* Aimed at young people, we designed a bilingual leaflet to highlight the dangers and consequences of sexting, which was provided to learners at Coleg Gwent’s Health and Wellbeing Roadshows. Along with officers from the local neighbourhood teams, we also provided advice about staying safe online and listened to any concerns that were shared, answering questions, and giving advice about the many pathways into policing.
* We joined officers from Gwent Police, Natural Resources Wales, and Blaenau Gwent Council for Operation Rogue Trader. The exercise was part of a week-long initiative to reduce the number of rogue trading incidents and raise public awareness of doorstep crime, particularly amongst older or vulnerable people.

# **Legitimacy and Fairness**

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

## **What We Have Done**

**Stop and Search and Use of Force**

* We held four independent Legitimacy Scrutiny Panel (LSP) sessions which reviewed a dip sample of stop and search and use of force incidents through body worn video and Gwent Police data. Specific focus is given to race and ethnicity, children and young people, and mental health.

Recommendations were made to the force where opportunities for improvement were identified, including the strengthening of grounds for stop searches, feedback on the rationale for certain encounters, improving police community engagement around the use of police powers, and use of language and communication linked to use of force.

Members also provide recognition of good practice by officers when engaging with members of the public (particularly children and vulnerable people), where exemplary grounds are provided, or for professional conduct and positive outcomes in challenging circumstances.

Over the year, we have remained satisfied that the force continues to focus on the right areas for improvement.

* We hosted His Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to observe LSP sessions and engaged with inspectors regarding potential improvements to current processes and membership structure.
* We have continued to contribute to internal police governance and scrutiny processes for stop and search and use of force to ensure an appropriate focus on identifying and understanding or addressing disproportionality, including for race and ethnicity and children and young people.
Updates from LSP sessions are provided to Gwent Police’s internal Coercive Powers Scrutiny meetings to help raise awareness of the activity and outcomes. This also supports continuous improvement processes for stop and search and use of force and allows further opportunity to discuss members’ observations with a wider operational audience.
We have also commenced a review of our own governance of the force via the PCC’s Strategy and Performance Board. This will help to ensure that the outcomes of our scrutiny work are used by the PCC to hold the Chief Constable to account for the delivery of the relevant equality duties placed on her.

**Community Confidence in the Use of Police Powers**

* We have continued to maintain an effective Independent Custody Visiting Scheme (ICVS) for Gwent. Any issues identified during visits were fed back to Gwent Police for action.
	+ 257 detainees were visited during the year.
	+ 13 detainees aged 17 and under.
	+ 57 identified as female.
	+ 9 identified as Black or Black British.
	+ 18 identified as Asian or Asian British.
	+ 4 identifies as Mixed Race.
	+ 13 identified with other minority ethnicities.

The ICVS Quality Assurance Framework (QAF) enables benchmarking of progress and achievements. Following assessment by the ICV Association (ICVA), Gwent was previously awarded ‘Code Compliant’ status. However, the ICVA has since reviewed their QAF criteria and we are now working to achieve the ‘Silver’ compliance award by September 2023.

* We participated in the Disproportionality in Police Custody Scrutiny Panel, reviewing custody records and video to ensure that detainees are treated fairly and appropriately. Specific focus is given to children and young people, people with vulnerabilities, and those from ethnic minority backgrounds. Recommendations have included reviewing detentions involving strip searches, gaining a better understanding of ethnic minority custody data, and providing positive feedback to custody staff for the handling of an incident involving a young person.
* We commenced work with Gwent Police and partners to better understand the use of strip searches involving children. We made recommendations to Gwent Police regarding data collection and the inclusion of incidents within internal scrutiny mechanisms such as the Disproportionality in Police Custody Scrutiny Panel.

**Public Complaints**

* We undertook six monthly police complaints files dip samples to ensure public complaint processes have been followed correctly, making recommendations where any areas for improvement were identified.
* We conducted regular scrutiny of performance relating to Gwent Police’s professional standards, both public facing and internal, to understand any trends and provide challenge for positive change. Complaints data includes a range of protected characteristics.

**Transparency**

* We contributed to the development and publication of the Criminal Justice Board for Wales (CJBfW) Anti-Racism Action Plan, launched in September. Gwent OPCC, via the Deputy Police and Crime Commissioner and Policy Officer, was instrumental to the process, by:
	+ Collaborating with partners to agree and establish the mechanisms for production;
	+ Contributed funding to commission community engagement work to enable co-production of the Plan;
	+ Engaging with Gwent Criminal Justice Board members to provide local representation;
	+ Contributing to focus groups and workshops to ensure local criminal justice feedback on the aims and actions;
	+ Providing strategic leadership for the community engagement workstream, leading to the establishment of the Independent Oversight and Advisory Panel to provide public scrutiny to criminal justice in Wales;
	+ Contributing to the final editing and production of the Plan.
* We worked with criminal justice partners to begin to identify and improve the availability of race and ethnicity data across the sector, as part of the CJBfW Anti-Racism Action Plan. This will continue over the next year to help inform and change decision making and processes.
* We began work with Welsh OPCC’s, the CJBfW Anti-Racism Action Plan Implementation Manager, supported by the Ministry of Justice to develop organisational design and development processes to support and embed the anti-racism work.

# **Access, Engagement and Cohesion**

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

## **What We Have done**

**Access to Policing Services and Information**

* We completed work to ensure we provide a website and published information that is accessible to the public, particularly people with different disabilities, including engagement with the Equalities and Human Rights Commission as part of our improvement.
* We maintained our accreditation under national schemes:
	+ Disability Confident – Committed
	+ Children and Young People’s National Participation Standards

**Community Engagement**

* We continued to provide leadership, via the Deputy Police and Crime Commissioner, for the community engagement workstream which is accountable to the CJBfW Race Taskforce.
* We trialled the use of Warm Spaces for community engagement, visiting different hubs to help build relationships in communities and buildings we would not normally visit during our engagement sessions.
* We continued to engage with members of the Independent Advisory Group (IAG) for internal and independent scrutiny processes and contribute to and support IAG meetings.
* We engaged with 1,167 people during our Precept engagement. Of those respondents:
	+ 50% identified as female (compared to 51% in Census 2021)
	+ 6% were from ethnic minority backgrounds (compared to 8.6% in Census 2021);
	+ 15% declared a disability (compared to 22% in Census 2021);
	+ 4% identified as lesbian, gay, bisexual, or other sexual orientation (compared to 2.1% in Census 2021).

When conducting public engagement, the OPCC aspires to achieve a representative sample across our communities. The diversity information collected is used to inform and direct our engagement planning processes.

* 1,009 people responded to our survey on the police estates strategy:
	+ 57% identified as female.
	+ 7% from ethnic minority backgrounds.
	+ 11% declared a disability.
	+ 3% identified as lesbian, gay, bisexual, or other sexual orientation.
* Together with Gwent Police, partners, and our communities, we commemorated and celebrated several key events, including:
* Holocaust Memorial Day
* LGBT+ History Month
* International Women’s Day
* Stephen Lawrence Day
* Gypsy, Roma, and Traveller History Month
* Windrush Day
* South Asian Heritage Month
* Remembering Srebrenica
* Welsh Yemeni Festival
* Disability History Month NPCC Disability Conference
* Black History 365

**Children and Young People**

* We worked with Gwent Police to develop a new Child-Centred Policing Strategy that places the well-being of children and young people at the centre of its decision making. The strategy was co-produced with children and young people from schools and youth groups in Gwent and will roll-out through 2022/23 and 2023/24.
* We supported the Youth Justice Board’s Pre-court Principles and Guidance for Wales Consultation, adding their questions to our Youth Question Time online survey. Young people were asked about their perceptions of low-level crimes and the consequences that they think should be in place for perpetrators. This enabled the Youth Justice Board to gain an insight into the views of young people in Gwent.
* We worked with a cluster of schools in the Caerphilly Borough to further develop our safe spaces workshops. Over the course of one week, we engaged with more than 180 pupils across nine schools. Community Support Officers joined us to listen and help reassure pupils. The sessions helped pupils to talk about the areas in their community where they feel safe or unsafe and discuss the reasons for their feelings. The information was collated and fed back to the local neighbourhood policing teams as well as the schools and Caerphilly Council to enable us to work together to address some of the issues raised.
* We also delivered 12 workshops to over 300 children and young people aged between five and 11 who attended the Torfaen Play Service summer playschemes. The workshops aimed to provide information about how to stay safe and to understand how the children feel about Gwent Police. The insights were fed back to the Child Centred Policing Board
* We held our fifth Youth Question Time event which attracted more than 120 young people and professionals, including youth workers and representatives from voluntary organisations and public services. Our panel of professionals answered questions on several issues, including access to information about public health issues, online safety, violence against women and girls, healthy and safe relationships, and the cost-of-living crisis. Highly positive feedback was received from the Children’s Commissioner and other attendees following the event.
* We have continued to support the Heddlu Bach programme in Gwent. The Commissioner visited Heddlu Bach pupils to hear how the groups have been making an impact in both their school and the community. Pupils also had the opportunity to ask the Commissioner questions about his role and in turn provided feedback on the issues they would like to focus on to improve community safety in their schools.
The Scheme is a fun, interactive way for children to learn new skills, gain confidence in their abilities and play a part in their local community. It builds trust and confidence between the police and children from an early age, while also helping to create a greater sense of cohesion within the wider community.
* We awarded £270,000 to 10 organisations supporting children and young people across Gwent as part of the PCC’s Police Community Fund.
* We donated £65,000 to the High Sheriff’s Community Fund to offer localised support to children and young people to help create opportunities that steer young people away from crime and anti-social behaviour.

# **Creating an Inclusive Workforce and Promoting Fairness**

Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

## **What We Have Done**

* We provided support and challenge to the Chief Constable in tackling workplace misogyny, racism, and homophobia. This work will continue for the foreseeable future.

**Positive Action**

* We supported and challenged Gwent Police to achieving Operation Uplift recruitment targets and working towards a more representative workforce. At the end of March, the proportion of female police officers had increased to 36.6%, while ethnic minority representation stood at 3.8% for police officers, 7.1% for Community Support Officers, and 2.4% for staff. However, gender and ethnicity disparity remain.
* We have published OPCC workforce data on our website, recognising a persistent lack of diversity within the organisation. We continue to engage with our communities, raising awareness of the roles and responsibilities of OPCC staff and any vacancies. We will also use positive action to help attract applicants from diverse backgrounds.
* We joined Gwent Police’s recruitment and Positive Action Teams at the Coleg Gwent progression fair, which provides leaners with information and advice about future opportunities. We engaged with more than 90 learners and highlighted the range of volunteering opportunities available with the OPCC and Gwent Police. We also spoke to young people about the different ways that the public can help the Commissioner scrutinise Gwent Police.

**Gender Equality**

* We responded to the HMICFRS inspection report of vetting, misconduct, and misogyny in the police service.
* Maintained a 50/50 split across female and male leadership and management roles.

**Wellbeing in the Workplace**

* We supported investment in improving the support services on offer for police officers and staff members. Through in-house and third-party groups, a wide range of services provide physical, emotional, and psychological support for those who may be under pressure professionally or personally.
* A range of support networks, groups, and services are available to OPCC staff, including:
	+ Christian Police Association
	+ Enable – Gwent Police Disability & Carers Network
	+ Gwent Police Ethnic Minority Association
	+ Gender Equality Network
	+ Gwent LGBT Branch
	+ Men’s Health Forum
	+ Police Sport Gwent
	+ Unison
	+ Welsh Speakers and Learner’s Network
	+ The Welfare Fund
	+ Wellbeing Ambassadors
	+ The Chaplaincy Service

We also undertake regular engagement with the Chairs of these groups to better understand and provide support to address any issues they are experiencing.

**Staff Engagement**

* We provided responses to the Gwent Police staff survey to provide views on our experiences of working for the OPCC.
* Regular Staff Away Days included engagement on workplace issues and opportunities for staff development.

**Socio-Economic Deprivation**

* Collaborated in the creation of a Wales OPCC Socio-Economic Duty Working Group to support us in furthering the aims of the duty.

# **Summary of Priorities for 2023-24**

General Activities

* Planning and undertaking all the groundwork for a specific Equality Plan for the OPCC for the 2024-28 period (which will no longer be joint with Gwent Police to ensure OPCC independence and effective scrutiny of the force). This includes a review the current Equality Plan and objectives and identifying specific activities to develop our zero-tolerance approach to racism aligned to the CJBfW Anti-Racism Action Plan and Race Action Plan.
* Continue to scrutinise and provide focus and challenge to Gwent Police regarding the development and delivery of their new Equality Plan, in particular data collection, understanding and usage.

Supporting Vulnerable People

* Continue to develop approaches to reducing serious violence among children and young people.
* Conduct a deep dive analysis of our current commissioning approach to youth diversionary schemes and its alignment to the Youth Justice blueprint.
* Conduct an evaluation of the Understanding the Triggers programme.
* Following the outcomes of a Strategic Needs Assessment for victim services, recommission Connect Gwent, with a specific focus on support for children and young people and wider equality, diversity, and inclusion.

Legitimacy and Fairness

* Review the LSP process, membership, and Terms of Reference to ensure efficiency and effectiveness.
* Continue to develop and embed anti-racism work and approaches for the OPCC and the Gwent Criminal Justice Strategy Board.
* Work with Gwent Police regarding continuous improvement of the Out of Court Disposals Panel process.
* Develop partnership approaches to review and provide assurance for scrutiny of police strip searches involving children.

Access, Engagement and Cohesion

* Work with Gwent Police to progress the aims of the Child-Centred Policing Strategy.
* Develop approaches to implement a Youth Advisory Board for Gwent.
* Continued testing of website and publications accessibility and further staff development to support our compliance.

Creating an Inclusive Workforce and Promoting Fairness

* Continue to provide a focus on tackling racism, misogyny, and homophobia within Gwent Police and the OPCC.
* Improve the use of feedback from the Staff Support Networks to support improvements to workforce culture and organisational development.
* Explore collaborative opportunities with Welsh OPCCs for staff training and development regarding equality, diversity, and inclusion.

# **Contact Details**

For more information on our work related to equality, diversity, and inclusion, please contact:

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For more information on Gwent Police’s work related to equality, diversity, and inclusion, please contact:

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