

Heddlu
Gwent
Police

Joint Strategic Equality Plan 2016-2020

.version 8

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Foreword from the Police and Crime Commissioner and the Chief Constable

The Police and Crime Commissioner (PCC) and the Chief Constable of Gwent Police are delighted to present our Strategic Equality Plan (SEP) for 2016 – 2020, which continues our commitment to ensure that respect for equality, diversity and human rights underpins everything that we do.

Whilst our previous individual plans provided opportunity for real progress to be made, as we review our original objectives and think about the future, it seems an ideal opportunity to consolidate and further align the work that we are doing by publishing a joint SEP for the first time. A joint SEP also means that the way in which the Office of the Police and Crime Commissioner (OPCC) monitors and scrutinises Gwent Police's performance in relation to equality and diversity matters can be more closely linked to the Force's objectives.

Whilst the SEP is focused on the way we provide services to the public, it is equally about the way the OPCC and Gwent Police recruit, train, manage and develop the people who work for us. It is also important that as far as we are able, we ensure that our workforce visibly reflects the communities we serve so that people can be confident that we understand their needs and expectations as citizens.

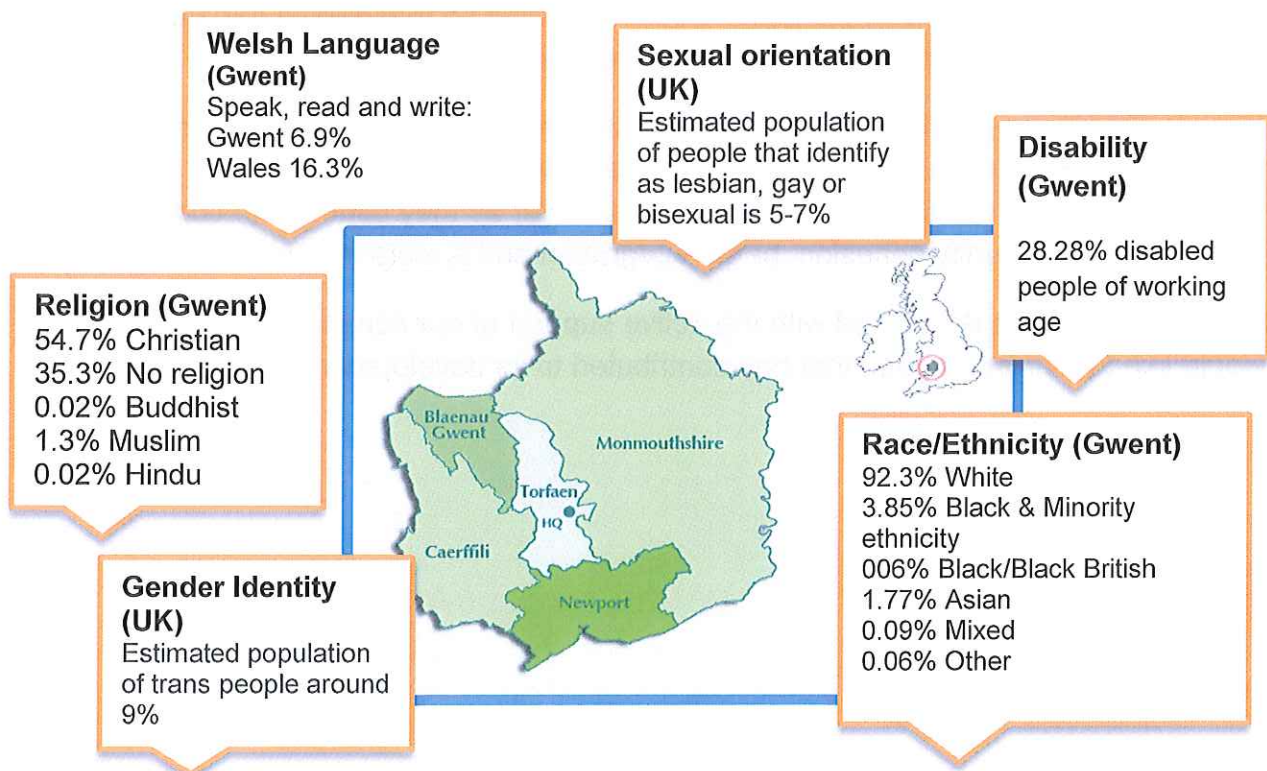
Here in Gwent our policing challenges vary dramatically across a relatively small geographic area, and our communities are changing rapidly. This makes the priorities set out in our SEP more important than ever as they continue to contribute to improved community cohesion, better integration and a more inclusive society.

This SEP has been developed with the active support of our communities and we would like to thank everyone that has contributed to its development.

1.0 Introduction

1.1 What does Gwent look like?

Gwent has a total population of 576,754 people living within 5 local authorities; Blaenau Gwent, Caerphilly, Monmouthshire, Torfaen and Newport. Gwent covers 155542 square km and its population has increased by 4.2% over the last 10 years. The county is economically and culturally diverse, with areas of both affluence and deprivation. 12% of Gwent is defined as most deprived, and in 2013 the average gross weekly earnings in three local authority areas was 3.9% below the Welsh average. Socioeconomic disadvantage presents additional policing challenges, as communities may be more vulnerable to becoming victims of crime, particularly where poverty intersects with characteristics such as disability. In Gwent, we have an ethnic minority population of around 3.9%, rising to around 10% in Newport. Newport has the highest proportion of people from a non-White British background in Wales, second only to Cardiff – in Pillgwenlly Primary School alone there are currently over 32 different languages spoken. Newport is also one of Wales' 4 Border Agency dispersal areas for Asylum Seekers and numbers have risen from around 200 in 2012 to around 460 in 2015. We have started to welcome families of Syrian refugees to Gwent, and also have a growing population of Eastern European and Roma migrants.



Source: Welsh Index of Multiple Deprivation (WMD); Welsh Government, Census 2011. 'Statistics for Wales' produced Dec 2012. 1
Gender Variance in the UK, Prevalence, incidence, growth and geographic distribution, GRES, June 2009; Stonewall
(<http://www.theguardian.com/politics/reality-check/2013/oct/03/qay-britain-what-do-statistics-say>)

1.2 The role of the Police and Crime Commissioner

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

The PCC has eight statutory responsibilities, which you can read about in the [Police and Crime plan guidance](#). The key priority that underpins and supports our SEP is the responsibility to ensure we are:

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

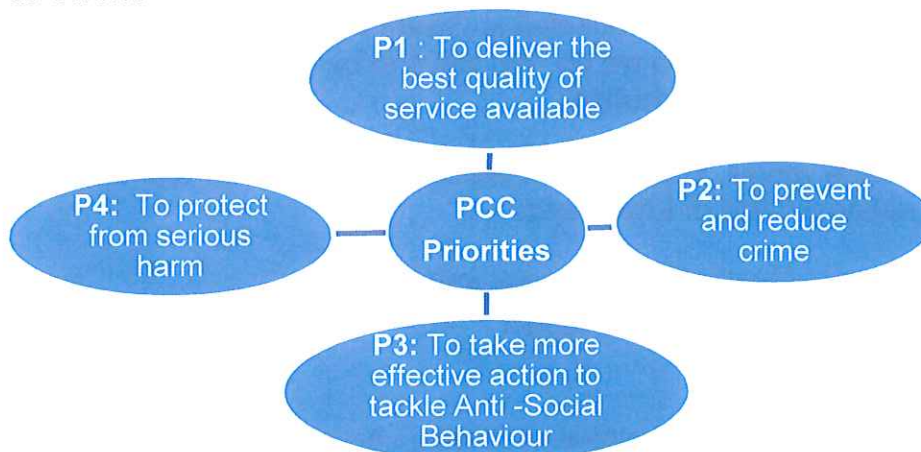
The OPCC holds the Force to account for their equality duties by scrutinising and monitoring their equality activities through their representation on; the Strategic Performance Board, Joint Equality and Diversity Board, Stop and Search Board, Mental Health and Learning disability Board, Force Service That Works Board.

In addition to the established governance arrangements, the joint Strategic Equality Plan provides a simple, transparent and streamlined approach to ensure the OPCC can closely monitoring and scrutinise of the Force equality actions.

In addition, The Police and Justice Act 2006 provides' an extended duty for the OPCC to:

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

All of the Equality Objectives in our SEP reflect the core values and priorities of the PCC in Gwent:



1.3 How do the Police operate?

Our Structure

Gwent Police has 2 Local Policing Areas – East, which covers Newport and Monmouthshire, and West, which incorporates Caerphilly, Torfaen and Blaenau Gwent. Gwent Police has an establishment of 1144 officers, 679 staff and 157 Community Support Officers (CSOs) (correct as of 29/03/16). Our workforce is 12% smaller than in 2010, although there has been an increase in the level and complexity of demands - over the last year Gwent Police dealt with 192,948 incidents and 35,690 crimes.

Gwent Police is split into five Service Areas. Each service area has been involved in the setting of our Strategic Equality Plan and is responsible for various aspects of its delivery.

- **Neighbourhood Policing and Partnership** – includes neighbourhood policing, response policing and the investigation of volume crime.
- **Crime Investigation** – includes public protection, serious and organised crime, intelligence and major incidents.
- **Operational Support** – includes armed policing, firearms training, the Force Communications Suite and Custody.
- **Service Development** – includes Business Change, Service Improvement and Performance
- **Business Support** – includes Information and Communications Technology (ICT), People Services, Fleet, Estates and Finance

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

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

Our Values

Our commitment to equality is also reflected in Gwent Police's 5 core values which act as a central pillar to everything we do. We strive to be **Trusted, Fair, Professional, Caring and Responsive**.

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

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

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

2.0 Equality Act 2010

2.1 General Duties

In October 2010, the new Equality Act introduced a Public Sector General Equality Duty (GED), which requires the PCC and Gwent Police, in the exercise of both our internal and external functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Our Equality Duty applies to both our employees and members of our communities who share 'Protected Characteristics'. There are 9 Protected Characteristics set out in the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation

2.2 Specific Duties

In order to assist public bodies, there are also 'Specific Regulations' which set out in more detail how we can work towards achieving the aims of the GED. 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 and the OPCC will continue to:

- **Publish annual Equality Information** relating to the Protected Characteristics of our employees and the Protected Characteristics of people affected by our policies and practices
- In consultation with our staff and our communities, **set a number of Equality Objectives**
- **Publish an SEP every 4 years** that sets out how we will seek to ensure we meet our Equality Objectives
- **Publish an annual update** on our SEP

- Assess the impact of our proposed policies and practices against our General Equality Duty by **continuing to use our Equality Impact Assessment processes**

As well as the Specific Regulations, the OPCC has 2 additional duties:

- **Engagement:** the OPCC will engage with people who share Protected Characteristics regarding how decisions, policies, and interventions have an impact, or assist them individually or in the community. (for further information see '[Engagement and the equality duty](#)' EHRC guidance)
- **Procurement:** the OPCC will have due regard to the aims of the general equality duties in order to meet the obligations. To comply with procurement law, the OPCC must consider the extent to which equality considerations are relevant and proportionate to the subject matter of the contract.

2.3 Equality Information

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

The 4 Welsh Police Forces have agreed that the following information held by the police is relevant and should be published annually:

- information about hate crimes and incidents reported to us;
- information about stops and searches;
- information about violent crime committed against women;
- information about user satisfaction;
- information about complaints;
- statistical information about the officers and staff that we employ.

The OPCC will publish the following Equality Information:

- SEP Performance Reports
- Stop and search dip sampling reports
- Professional Standards (complaints) reports

You can find Equality Information that OPCC and Gwent Police have already published here:

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

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

Using our Equality Information

Collecting and analysing equality information will help us to:

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

2.4 Assessing the Impact

Within Gwent, Equality Impact Assessments are undertaken across all areas of our business to assess and evidence how a policy or activity will support us in working towards our GED, as well as identify and seek to address any potential negative impact on people that share Protected Characteristics. The OPCC will also review the strategic commissioning intentions to ensure there are no negative impacts on equality for people who share protected characteristics

We publish our Equality Impact Assessments here:

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

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

3.0 How we set our Equality Objectives 2016 - 2020

We used national research, existing knowledge of local issues, findings from on-going engagement, and community consultation to inform the development of all of our Equality Objectives. This section summarises some of this work, but you can find a full report on our consultation, engagement and research including how this work influenced our Equality Objectives here:

OPCC consultation:

http://www.gwent.pcc.police.uk/fileadmin/user_upload/documents/Engagement_Consultation/Report_On_OPCC_Equality_consultation_for_the_SEP_2016_2020.pdf

Gwent Police Evidence Report:

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

3.1 Review of the 2012-2016 Strategic Equality Plans

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 OPCC's progress against the previous SEP in our annual updates:

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

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

3.2 National Reports, Recommendations and Evidence

As well as using our local equality data to inform our priorities, national findings and recommendations have also shaped our objectives. We have considered national information and reports from bodies such as the Equality and Human Right Commission (EHRC), the Independent Police Complaints Commission (IPCC), Her Majesty's Inspectorate of Constabulary (HMIC), Criminal Justice Joint Inspectorate (CJJI) as well as Welsh Government (this list is not exhaustive).

3.3 Online Surveys

Online surveys were launched by both the OPCC and Gwent Police between November 2015 and January 2016 which set out our current Equality Objectives, proposed a number of new ones and asked the public to make any further suggestions. The surveys were publicised in the media, via Gwent Police's OWL community messaging system and sent to a range of community groups and key stakeholders across Gwent to capture their views and opinions.

The OPCC online survey attracted 471 responses. A snap shot of demographic information taken from survey participants shows:

- Religion / Belief: 53% Christian, 13% Hindu, 18% No religion.
- Ethnicity: White Welsh 52%; White English 15%; White British 21%; Arab 8%.
- Disability: 14% stated they had a physical or mental impairment
- Transgender: 1 person identified as transgender
- Sexual orientation: 76% heterosexual; 3% Lesbian / Gay.
- Married/Civil Partnership: 57% married; 15% single; 10% in a relationship
- Please note the breakdown of Gender responses was not included due to a system technical error

293 people completed Gwent Police's survey. Demographic information is below:

- Age: 20-29 4%, 30-39 12%, 40-49 11%, 50-59 23%, 60-69 26%, 70-79 8%, 80+ 3%
- National Identity: Welsh 47%, English 10%, Northern Irish 0.52%, British 34%, Scottish 0.62%, Gypsy or Irish Traveller 0.62%, Other 2%
- Ethnicity: White 87%, White/Black African 2%, Black African/Caribbean 2%, Other 1%
- Religion/Belief: Christian 55%, None 25%, Buddhist 2%, gnostic 2%, Atheist 4%, Humanist 2%, Other 3%
- Gender: Male 48%, Female 46%
- Three people identified as transgender
- Sexual orientation: Lesbian or Gay 6%, Bisexual 1%, Straight/heterosexual 77%, Asexual 0.52%, Pansexual 2%, Questioning 1% Other 2%
- 17% of respondents stated that they had a physical or mental impairment that has a substantial and long term effect on their ability to carry out normal day to day duties

3.4 Focus Groups and Engagement

To complement our online survey, and to ensure we captured the views of people that share Protected Characteristics that were under-represented in survey responses, we also ran a number of focus groups. These included sessions with:

- Caerphilly People First (self-advocacy group for people with learning disabilities)
- Monmouthshire LGBTQ Young Person's Group
- SEWREC Young Persons BME Group
- Disability Cando Project
- SEWREC Over 50s BME Group
- Chepstow Comprehensive LGBTQ Support Network
- British Deaf Association

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

- Race Council Cymru research project (examining the relationship between BME communities and the Police)
 - Regular meetings with our Independent Advisory Group (a group of community members that provide Gwent Police with advice)
 - The work of our Force Diversity Champions (senior officers with responsibility for each Protected Characteristic)
 - Engagement with our Staff Support Networks (Prism, our LGB&T Network, Gwent Police Ethnic Minority Association, Gwent Police Women's Association, Disability Network)
 - Regular meetings with our Community Disability Forum
 - Consultation around specific areas of work (for example stop and search) with communities that are particularly affected
 - Attendance at events throughout the year, for example Swansea Sparkle, Cardiff Pride
 - Surveys conducted throughout the year, for example our victim satisfaction and public confidence surveys
-

4.0 Our Joint Equality Objectives

The overarching aim of our Equality Objectives is to ensure that we embed the principles of equality through all aspects of our day to day business:

1. Equality in our operational delivery (customer service) – delivering services that are easy to access and that respond to and met the needs of all communities.
2. Equality in our people and culture (working practices) – building a working environment that includes everyone and that encourages all Gwent Police personnel to develop and progress.
3. Equality in organisational processes (employment) – building equality into the organisation's processes and how the service manages its performance.

Equality Objective One

Hate Crime and Domestic Abuse: To identify abuse and harassment where it impacts on communities and individuals, and act effectively to prevent and challenge this behaviour, as well as bringing offenders to justice.

Themes	<ul style="list-style-type: none"> • Violence Against Women, Domestic abuse and Sexual Violence • Hate Crime and Disability-related Harassment 	
Key Actions	Gwent Police	OPCC
	<ul style="list-style-type: none"> • Identify Protected Characteristics that are disproportionately under-represented in domestic abuse data and seek to improve this • Ensure reporting mechanisms are in place that are accessible to people that share Protected Characteristics • Better identify and establish a true picture of FGM and FM incidents • Work to identify hate crime perpetrators • Ensure a consistent approach to case management of hate crime victims across the Force • Improve knowledge and awareness of communities and police personnel of how hate crime and domestic abuse impacts on people that share Protected Characteristics • Increase awareness of 'mate crime' (cases where people perceived to be 'vulnerable' are befriended 	<ul style="list-style-type: none"> • Analyse Force's response to increasing the disproportion in under reporting of domestic abuse from those who share protected characteristics • Monitor Female Genital Mutilation (FGM) and Forced Marriage (FM) prosecutions • Raise awareness of how to identify and report FGM and the support available • Monitor reported disability hate crime and the appropriate use of s146 in prosecutions • Assist and enable Connect Gwent to provide all victims of crime access to appropriate support relating to their needs • Monitor victim satisfaction for hate crime and domestic abuse victims • Monitor cases of 'mate crime' and 'cybercrime' and work with the Force to ensure outcomes for victims are improve

	<p>for the purpose of exploitation) and cybercrime and remedies available to assist those who are victims</p> <ul style="list-style-type: none"> • Work to ensure an effective response to crimes specifically affecting older people, including scams, doorstep crime and online fraud 	
Desired Outcomes	<ul style="list-style-type: none"> • Improved victim satisfaction for victims of hate crime. • Better identification of victims of domestic abuse who share Protected Characteristics. • An increase in reported hate incidents from groups that have been identified as less likely to report 	

Equality Objective Two

Legitimacy and Fairness: To ensure that policing activities, in particular, stop and search and encounters involving use of force, are carried out in a way that is lawful, proportionate, non-discriminatory, and fosters positive relations between communities and the Police

Themes	<ul style="list-style-type: none"> • Stop and Search • Use of Force • Complaints • Public Satisfaction 	
Key Actions	Gwent Police <ul style="list-style-type: none"> • Ensure Equality Impact Assessment training is delivered to key personnel involved in policy and planning decisions • Continue to adhere to the Home Office's Best Use of Stop and Search Scheme • Improve community involvement in the scrutiny of stop and search encounters • Engage key stakeholders in ongoing consultation and education events relating to stop and search • Provide training to all frontline police officers on stop and search, including unconscious bias • Provide awareness and open days for the general public in relation to our approach to stop and search and use of force (baton, fire arms, Taser or Pava spray) • Undertake stop and search experience surveys with the public • To ensure complaints 	OPCC <ul style="list-style-type: none"> • Equality Impact Assessment processes built into core business processes • Stop and search encounters annually dip sampled with community involvement to ensure proportionate use of powers • Annually monitor the quality of stop and search processes and personal treatment when stopped • Raise public awareness of the 'Know your Rights', to ensure people understand their legal rights if stopped and searched by the police • Promote the use of the 'Stop Watch' App to increase the public's accessibility to their rights • Continually monitor race disproportionality data to ensure all stop and searches are proportionate and fair • Monitor public satisfaction surveys and treatment of police service users • Monitor and oversee complaints and grievances from people

	<p>relating to allegations of discrimination received from people that share Protected Characteristics are dealt with appropriately, scrutinised independently and monitored effectively</p> <ul style="list-style-type: none"> • Collect and publish data on police detention collated by gender, race, ethnicity and age • Ensure the relevant custody data is considered as part of the Force's routine custody performance management processes and that IAG members are cited on findings • Review custody data for persons under the age of 18 remanded in police custody on a monthly basis to check for compliance with current legislation and the CiPC agreed flowchart. Issues to be raised with relevant organisations' Lead Officer via the CiPC Gwent group • Review and improve the quality of our annually published equality data • To address any areas of disparity in relation to levels of satisfaction between people that share Protected Characteristics and people who do not 	<p>who share Protected Characteristics</p> <ul style="list-style-type: none"> • Hold focus groups with those who share Protected Characteristics to ensure they feel they are treated fairly and without discrimination • Publish relevant custody information on the PCC's website • Ensure Independent Custody Visitors (ICV) are trained and aware of the equality issues that might arise in custody • Monitor ICV reports on custody practice
Desired Outcomes	<ul style="list-style-type: none"> • Consistent or improved race disproportionality ratio. • Improved community confidence in our use of stop and search. • Better community understanding of our rationale for use of force. • A systematic approach to gathering information around people's experiences of stop and search encounters • Decrease in the numbers of young people being detained in custody units 	

Equality Objective Three

Access, Engagement and Cohesion: To ensure the delivery of our services is influenced by the views of people that share Protected Characteristics and that the work that we do promotes inclusivity and cohesion

Themes	<ul style="list-style-type: none"> • Access for disabled people • Working with Gypsy and Traveller communities • Working with Migrants, Asylum Seekers and Refugees • Engagement with people that share Protected Characteristics 	
Key Actions	Gwent Police <ul style="list-style-type: none"> • Improve access to policing services for people that share Protected Characteristics where barriers are identified • Ensure our methods of engagement are inclusive and representative of people that share Protected Characteristics • Work with partners and communities to encourage solidarity and united messages speaking out against violent extremism • Increase the trust and confidence of Gypsies and Travellers in our policing services, promote positive relationships between the police, Gypsies and Travellers, and settled communities and improve the response to incidents involving Gypsy and Traveller communities 	OPCC <ul style="list-style-type: none"> • Work with the Force to review the accessibility of policing for people that share Protected Characteristics • Oversee Gwent Police response to Job Centre plus regarding 'Disability Symbol 'Two ticks' Status' • Communicate, engage and consult with groups who share Protected Characteristics to further inform the Police and Crime Plan priorities and the Strategic Equality Plan • Carry out an annual engagement survey to ensure the Strategic Equality Plan is effective and change has been felt by the people in the community • Engage with new migrant, asylum seeker and refugee communities to ensure we are confident they are not at risk of harm or discrimination • Utilise the findings and recommendations from the Race Council Cymru Project 2015/16 to further improve

		<p>community cohesion</p> <ul style="list-style-type: none"> • Monitor crimes reported by non-speakers of English • Review Force Gypsy and Traveller approaches, and implement any required changes to improve cohesion and relations
Desired Outcomes	<ul style="list-style-type: none"> • Improved confidence and trust in policing evidenced through engagement with Gypsy and Traveller, Migrant, Asylum Seeker and Refugee communities. • Alternative methods of contact in place for disabled people. 	

Equality Objective Four

Creating a Representative Workforce and Promoting Fairness: Work towards a representative workforce that is reflective of the demographics of Gwent, and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

Themes	<ul style="list-style-type: none"> • Positive Action • Gender equality • Staff consultation 	
Key Actions	Gwent Police	OPCC
	<ul style="list-style-type: none"> • Ensure an effective understanding and response to staff experiences of discrimination in the workplace • Develop a comprehensive Positive Action Strategy which sets out the Force's strategic aims in relation to recruitment, progression and retention • Better understand the Force's current gaps in representation, across all Protected Characteristics, rank and Departments and work to address these • Provide support to applicants from underrepresented groups to help remove any disadvantage or barriers experienced • Increase the understanding of positive action within the wider workplace and general community • Ensure senior management and those involved in the recruitment process are educated about, and take 	<ul style="list-style-type: none"> • Provide oversight and scrutiny of the Force Positive Action Strategy • Review the OPCC's representation across all Protected Characteristics and where applicable, work to address gaps • Review Force actions to address current gaps in representation, across all Protected Characteristics, rank and Departments • Ensure that the services delivered by the OPCC continually improve and are compliant with the general duties • Monitor the success of targeted recruitment approaches. • Assess what equality training is delivered across the Force and how quality and effectiveness is managed and reported • Scrutinise gender pay gap audit to ensure any actions required are robust and effective (from 2018)

	<p>steps to redress, any organisational or personal unconscious bias</p> <ul style="list-style-type: none"> • Carry out a gender pay audit and publish annual data as required under the Equality Act, beginning in 2018 	
Desired Outcomes	<ul style="list-style-type: none"> • Increased representation of currently under-represented groups within all ranks, roles and specialisms across the Force and within the OPCC • Improved rates of applications for job vacancies from under-represented groups 	

Equality Objective Five

Mental Health: To work in partnership to improve services delivered to people experiencing mental ill health and ensure the mental wellbeing of all personnel.

Themes	<ul style="list-style-type: none"> • Custody • Mental health in the workplace • Training 	
Key Actions	Gwent Police <ul style="list-style-type: none"> • Develop an appropriate Information Sharing Protocol in relation to dealing with persons in mental health crisis • Provide further training to all frontline officers around suicide intervention, dealing with people with mental ill health, learning disabilities and dementia • Support the implementation of the Welsh Mental Health Concordant • Liaise with partner agencies to raise awareness of the Police's role in dealing with people in mental crisis • Continue to develop resources and support for personnel who may experience mental ill health • Raise awareness within the organisation of mental ill health to reduce stigma 	OPCC <ul style="list-style-type: none"> • Monitor the implementation of the Welsh Concordat and the use of custody suites to detain people with mental ill health • Monitor the implementation of the Herbert Protocol and the Force contribution to a dementia supportive community • Monitor the outcomes associated with frontline officer training • Promote mental ill health initiatives and support to reduce the associated stigma both publically and within Gwent Police and the OPCC
Desired Outcomes	<ul style="list-style-type: none"> • People suffering from mental health crisis in Gwent receive treatment in clinical settings, not police custody units • All personnel are mentally and emotionally healthy • All personnel that experience mental ill health illnesses receive appropriate levels of support from Gwent Police 	

5.0 Complying with Welsh Language Standards

The OPCC and Force have agreed, with the Welsh Language Commissioner, to continue meeting the Welsh Language measures established in 2011 through our joint Welsh Language Scheme, until new measures for our organisations are published in 2016.

On June the 1st 2016, the Force and OPCC will receive their Consultation Notice from the Welsh Language Commissioner. We will work in partnership to respond to the notice and agree a set of statutory duties by September.

6.0 Monitoring our Equality Objectives

6.1 Action Plans

Implementing our Equality Objectives involves all of our service areas; therefore detailed action plans have been developed by both the OPCC and Gwent Police to ensure we are delivering our objectives. The action plans are living documents and changing regularly so if you would like to request a current copy, please use the contact details at the end of this document.

6.2 Equality and Diversity Board

We have a joint strategic Equality and Diversity Board which is chaired by the Deputy Chief Constable. The Board has representation from Gwent Police's Independent Advisory Group, Staff Associations, Work stream Leads and the OPCC. The Board ensures delivery of our Equality Objectives, allows the OPCC to monitor progress against our Strategic Equality Plan, discusses any additional matters that relate to equality and diversity, and ensures that we continue to meet our Equality Duties.

6.3 Annual Report

Every year, Gwent Police and the OPCC will publish a Strategic Equality Plan Annual Report, which will include:

- Updated relevant equality information and employment data
- Our progress towards fulfilling our equality objectives
- Review of current objectives to ensure they remain fit for purpose

7.0 Conclusion and Contact

The introduction of the new Equality Act and Public Sector Equality Duty provided public authorities with an exciting opportunity to build on significant progress already made in working towards equality, both as an employer and a service provider. Much work has already been undertaken as part of our previous Strategic Equality Plan. Now we look towards the next four years, developing our new SEP has provided us with a timely opportunity to engage with those communities affected by our activities, and ensure that the priorities that we set are still reflective of their concerns. If you have any comments or queries on our SEP you can contact us in a number of ways:

Gwent Police 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: 01633 64 22 00
Email: commissioner@gwent.pnn.police.uk
www.gwent.pcc.police.uk

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

Equality and Human Rights Commission (EHRC) – Wales office
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)
wales@equalityhumanrights.com

For OPCC use only

	Tick to confirm (if applicable)
Financial The Chief Finance Officer has been consulted on this proposal.	✓
OPCC The Chief of Staff has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	✓
Legal The legal team have been consulted on this proposal.	N/A
Equalities The Equalities Officer has been consulted on this proposal.	N/A

Chief of Staff:

I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.

I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.

Signature:



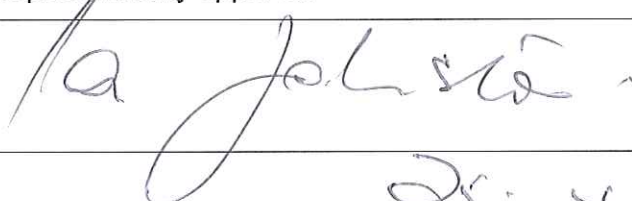
Date: 21/04/16

Police and Crime Commissioner for Gwent

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

The above request has my approval.

Signature:



Date:

25.4.16