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| ANNUAL EQUALITY REPORT |
|  |
| GWENT POLICE |
| 2023 | 2024 |

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## PURPOSE

An annual equality report plays a vital role in driving organisational change, promoting transparency, and fostering a culture of equality, diversity, and inclusion. It enables organisations to measure their progress, identify areas for improvement, celebrate achievements, and engage stakeholders in their journey toward creating a more equitable and inclusive environment.

The purpose of this annual equality report is to provide an overview of Gwent Police’s progress and efforts in promoting equality, diversity, and inclusion (EDI) within its operations and workforce. It serves as a means of transparency and accountability by documenting the organisation's commitment to these principles and tracking performance over the past year.

Publishing this report allows Gwent Police to comply with our responsibilities under the Public Sector Equality Duty by evidencing our progress against our equality objectives.

In this report, progress made in the financial year 2023-24 against each of the Joint Strategic Equality Plan 2020-2024 objectives is discussed, in accordance with the latest updates presented to Legitimacy meeting and any other relevant Boards in quarter 4 2023-24. The report presents highlights of the progress made in each objective area, along with areas identified for improvement. The latter will be taken forward by the new Strategic Equality Plan 2024-28 (see page 17 for a summary of this document).

## THE EQUALITY ACT 2010

The Equality Act 2010 is a comprehensive piece of legislation in the United Kingdom that aims to protect individuals from discrimination and promote equality across various characteristics. It replaced and consolidated previous anti-discrimination laws to provide a more unified and consistent approach.

The Equality Act 2010 covers discrimination on the basis of nine protected characteristics, which are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. It prohibits both direct and indirect discrimination, harassment, and victimization related to these characteristics.

The Act is built on three key principles: equality, diversity, and inclusion. It aims to eliminate discrimination, advance equality of opportunity, and foster good relations between individuals with different protected characteristics and those without those characteristics.

Accompanying the Equality Act is the Public Sector Equality Duty, requiring public bodies and certain other organisations to actively promote equality and eliminate discrimination. It entails conducting equality impact assessments, setting equality objectives, and publishing information publicly, such as this annual equality report.

## BACKGROUND

In October 2020 Gwent Police agreed a Joint Strategic Equality Plan (JSEP) in partnership with the Office of the Police and Crime Commissioner. It outlined the Police and Crime Commissioner’s (PCC) and Chief Constable’s commitment to ensure that respect for equality, diversity, inclusion, and human rights underpins everything Gwent Police does. The plan was active between 2020 and 2024.

The plan aimed to achieve the following four strategic equality outcomes and had an associated tactical plan to aid delivery. 

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

**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.

**Access, Engagement, and Inclusion**: To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people who identify with protected characteristics, and the work the Force does promotes inclusion and cohesion.

**Creating an Inclusive Workforce and Promoting Fairness**: To 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.

## PERFORMANCE

The JSEP, a core part of delivery across Gwent Police and the OPCC was governed through the force’s Legitimacy meeting.

The force performance at the end of the financial year 2023-2024 was as follows[[1]](#footnote-2):

|  |  |  |
| --- | --- | --- |
| **80%**  94 MEASURES | **19.5%**  23 MEASURES | **<1%**  1 MEASURES |
| Measures either delivered or consistently being managed through business-as-usual functions | Measures remain under development with planned delivery | Measures are yet to be introduced |
| **3%** increase | **7%** reduction | Maintained |

TOTAL MEASURES ASSESSED: 118 (4 NEW)

As there have been four new measures introduced in 2023-24, the total measures assessed are different, therefore percentage changes should be considered with these in mind.

## EQUALITY OBJECTIVE ONE | SUPPORT VULNERABLE PEOPLE

|  |  |  |
| --- | --- | --- |
| 22 MEASURES | 8 MEASURES | 0 MEASURES |
| Measures either delivered or consistently being managed through business-as-usual functions | Measures remain under development with planned delivery | Measures are yet to be introduced |

This objective focuses on how Gwent police support vulnerable groups across Gwent and work with partners, in the following areas:

* violence against women, domestic abuse and sexual violence​  (VAWDASV)
* hate crime and disability-related harassment​
* early intervention and prevention​
* supporting victims ​
* criminal exploitation of children and other vulnerable people​
* modern day slavery and human trafficking​
* fraud and cyber-crime​
* crimes against older people

**Progress made against Objective One in 2023-24**

The data in relation to the above areas is presented in monthly Vulnerability meetings and the monthly VAWG, Vulnerability and Serious Organised Crime board, allowing for scrutiny of the data within our governance process.

Progress in the area of VAWDASV has been positive, with highlights including the finalisation of the Joined National Action Plan in April 2023 and the regular review of Gwent Police’s six pillar improvement plan to tackle rape and sexual violence under the national plan to improve rape investigations, Op. Soteria[[2]](#footnote-3).

In 2023-24, Gwent Police improved our solve rate for domestic abuse offences and rape offences, which was particularly positive given the rise in numbers of domestic abuse offences recorded.

Overall, there was a decrease in recorded hate crimes in 2023-24 compared to 2022-23. The numbers of transphobic and homophobic hate crimes recorded decreased. However, the numbers of racial, religious and disability-related hate crime recorded increased. The solve rate for hate crimes improved by nearly 6% which is a very positive step.

Despite this progress, we recognise that hate crimes are a concern for our diverse communities and have a number of ways in which we can ensure victims are properly supported and hate crimes are being investigated thoroughly.

The Victim Care Unit provide an enhanced service to victims of crime, including hate crime, signposting to Victim Support or one of the specialist providers within the Connect Gwent service (for example, our Connect Gwent partner Umbrella Cymru can provide counselling and advice on healthcare or housing to LGBTQ+ people).

Hate crimes are scrutinised by supervisors in regular investigation reviews and hate crime trends reviewed by senior officers in monthly Vulnerability meetings. Gwent Police also report our quarterly hate crime figures to the Welsh Government’s Hate Crime and Community Tensions Board, which is attended by hate crime leads from the four Welsh police forces as well as colleagues in Welsh Government, Victim Support and representatives of different groups with lived experience of hate crime.

Partnership work with colleagues in the wider criminal justice sector, as part of the Criminal Justice anti-racism taskforce and Welsh Government’s Hate Crime and Community Tensions Board, has helped us to gain a greater understanding of lived experience of hate crime across different protected characteristics. For example, Gwent Police and Office of the Gwent Police and Crime Commissioner colleagues attended a forum for disabled people in Torfaen, where attendees shared with us the increase in hate crimes they had faced following rhetoric against benefits claimants in the media.

Partnership working also benefitted our work in tackling crimes against older people and taking action on fraud and cyber-crime. For example, the Cyber-Crime team has engaged with schools and community groups from a variety of ages and backgrounds, sharing information on how to keep safe online and avoid financial and identity theft.

Details of high-risk missing people, including missing children at risk of CSE, are recorded on the Daily Management Meeting (DMM) document and addressed daily with senior officers at the Gold DMM.

**Areas identified for improvement**

Going forwards into 2024-25, the quarterly hate crime scrutiny panel will be restarted, following a lapsed period during a change of operational and strategic hate crime leads. This panel will involve our Independent Advisory Group (IAG) members and ensure there is independent oversight of our hate crime trends and the investigative process.

There is ongoing work within the VAWDASV Blueprint and National Action Plan to further improve understanding of particular issues facing older people and break down barriers to reporting crime and accessing appropriate support.

To improve our performance in the area of early intervention and crime prevention, we must ensure data on protected characteristics of crime victims is recorded accurately, to enable us to measure where potential improvements are required and develop strategies for earlier intervention for people with different protected characteristics. The National Police Chiefs Council have been developing guidelines for forces on this area to outline good practice, and the Governance and Assurance team is leading on implementation of this within Gwent Police.

## EQUALITY OBJECTIVE TWO | LEGITIMACY AND FAIRNESS

|  |  |  |
| --- | --- | --- |
| 20 MEASURES | 6 MEASURES | 0 MEASURES |
| Measures either delivered or consistently being managed through business-as-usual functions | Measures remain under development with planned delivery | Measures are yet to be introduced |

This objective aims to ensure that actions and activities undertaken by Gwent Police and the Office of the Police and Crime Commissioner are legitimate and fair, under the following six areas:

* stop & search and use of force ​
* community confidence in the use of police powers ​
* vulnerable people in custody ​
* public complaints ​
* public satisfaction ​
* transparency

In the specific area of anti-racism, Gwent Police are focused on achieving the actions in three plans, which we have combined into an overall Gwent Anti-Racism Plan:

* NPCC Police Race Action Plan
* Criminal Justice Services Anti-Racism Plan
* Welsh Government anti-racism Pledge

The areas of focus of each of these plans broadly correspond with the JSEP objectives: development of a representative workforce and cultural competence (for progress, see JSEP Objective Four), legitimacy and fairness (JSEP Objective Two), community engagement (JSEP Objective Three), and protection from hate and victimisation (JSEP Objective One).

**Progress made against Objective Two in 2023-24**

In relation to custody and coercive powers (stop and search, use of force), good progress has been made on ensuring independent scrutiny of these areas. Gwent Police hold quarterly scrutiny meetings, attended by operational leads, the EDI lead, the OPCC and Independent Advisory Group (IAG) members, where our data in relation to coercive police powers is scrutinised and any disproportionality can be explained or recommendations made to reform, in line with the Lammy Review principles[[3]](#footnote-4). The protected characteristics particularly scrutinised are age, sex and race.

For stop and search, as of quarter 4 2023/24:

* Gwent Police’s Race Disproportionality Rate (RDR) is 1.1, meaning that people from an ethnic heritage background are 1.1 times more likely to be stopped and searched than a White British person
* The median age of a person stopped was 25
* The use of Body Worn Video (BWV) by officers carrying out stop-searches has increased to 96.6%.

For use of force, as of quarter 4 2023/24:

* 10.3% of subjects who had force used against them were from an ethnic heritage group[[4]](#footnote-5), which is higher than the percentage of the background population who are of ethnic heritage (8.6%).
* The overall RDR for people from an ethnic heritage is 1.2, but it is highest among Black subjects (4.8) and lowest among other ethnicity subjects (0.3).
* Most subjects who had force used against them were aged 18-34 years.
* The most used tactic across each of the ethnic groups and most age groups (apart from 65+ years) was Compliant Handcuffing.
* Taser was used[[5]](#footnote-6) 107 times, with 92 uses on White subjects and 14 uses on Ethnic Heritage subjects. One subject’s ethnicity was unknown.

In relation to custody:

* 5.7% of people taken into custody were aged 11-17
* 84.8% of people in custody were male and 14.9% were female
* 12.7% of people were from an ethnic minority heritage
* The overall RDR in custody for people from an ethnic heritage group is 1.6

Our Independent Advisory Group (IAG) act as “critical friends” to Gwent Police. The IAG represent the diverse communities of Gwent, across all protected characteristics, and provide a key link between Gwent Police and the public. They meet quarterly, attend scrutiny groups as discussed above, and are also key members of the vetting appeals panel and ethics committee. When serious incidents happen and community tensions arise or are expected to arise, senior officers will contact the IAG, allowing flow of information from Gwent Police to the community and vice-versa.

Gwent Police has established a fully represented vetting appeals panel which includes IAG and staff network members. This ensures officers and staff with protected characteristics are represented in the vetting appeals process, as well as including the voices of diverse community stakeholders.

In relation to improving public awareness of how to make a complaint, Gwent Police currently displays all routes to reporting dissatisfaction or conduct issues on all external facing digital platforms as well as in information provided to victims of crime.

Public satisfaction is measured quarterly via the public satisfaction survey and the results fed into People and Culture Board for Governance of this area. The latest results as of April 2024, for the last quarter 2023-24, showed that:

* The overall satisfaction level is 44.8% (a decrease of 6% from the previous result)
* When it comes to fairness, 63% thought that Gwent Police use powers appropriately
* 63% also thought Gwent Police treats everyone fairly, regardless of who they are
* When force is used, 56% thought it was used fairly
* 45% agree that use of powers to stop search were used fairly
* 67.4 % of residents surveyed had trust in Gwent Police
* 46.2% felt that complaints against Gwent Police were dealt with fairly.

**Areas identified for improvement**

It is recognised that we have a gap in including the voices of young people in independent scrutiny, as our IAG is not currently representative of under-18s. To address this, the EDI lead is working with the OPCC and other colleagues to develop proposals for a bespoke youth IAG.

Relating to out of court disposals, a new measure was added to the JSEP, to understand any unconscious bias resulting in disproportionate outcomes, leading to those from diverse background less likely to be offered a diversionary route away from the criminal justice process. This work is still in progress via the Criminal Justice Services anti-racism plan.

In relation to complaints, future work is planned to build proactive messaging across the communities of Gwent, including working with the Independent Office for Police Conduct (IOPC). We also want to ensure that data recording works across protected characteristics to enable effective monitoring and review of service delivery. For example, this could include breaking down the public satisfaction survey responses by different protected characteristics.

## EQUALITY OBJECTIVE THREE | ACCESS, ENGAGEMENT, AND COHESION

|  |  |  |
| --- | --- | --- |
| 32 MEASURES | 3 MEASURES | 1 MEASURES |
| Measures either delivered or consistently being managed through business-as-usual functions | Measures remain under development with planned delivery | Measures are yet to be introduced |

A core part of policing by consent is how the police engage with key stakeholders and members of the community. This equality objective considers: 

* access to policing services and information​
* working with partners​
* community inclusion and cohesion​
* community engagement​
* children and young people​
* access to victims’ services

**Progress made against Objective Three in 2023-24**

There are suitable measures in place to enable accessibility of services for disabled people (for example, Braille signage, large print documentation, BSL services in the force control room, accessible toilet facilities in police stations).

Gwent Police has adopted a digital channel shift approach to public contact, with an investment being provided to enable greater public contact through digital methods – for example, X, Instagram and Facebook. This enables improved accessibility as well as a greater opportunity for members of the public to share their feedback with the force.

Following engagement with Gwent’s communities and internal consultation, the Force Control Centre (FCC) have implemented a call back feature which helps reduce strain on call performance and better meets the expectations of members of the public.

As part of our strategic work on tackling racism and other forms of discrimination and disproportionality, representatives from EDI, Positive Action, and Learning and Development attend cross-sector working groups including:

* Hate Crime and Community Tensions Board (Welsh Government)
* Criminal Justice Service anti-racism taskforce, workforce representation workstream (all-Wales criminal justice sector)
* Hate crime panel (Crown Prosecution Service)

This involves partnership working with local community representatives, policing colleagues, and public sector partners, to improve outcomes for those from marginalised backgrounds and ensure Gwent Police is meeting its responsibilities under the Police Race Action Plan, Welsh Government anti-racism plan and other key documents. The EDI team also meets monthly with local authority community cohesion partners to share information on areas of tension or hate crimes affecting marginalised communities.

Last year, the EDI team marked key cultural dates which are important to the diverse communities of Gwent. This included:

* Pride month – attendance at Pride events across Gwent (Torfaen, Caerphilly, Abergavenny, Pride Cymru, Pride in the Port) to celebrate and engage with the LGBTQ+ community
* South Asian heritage month – took colleagues to visit places of worship of importance to the South Asian community, facilitated cultural dress events at police stations across Gwent run by women from the South Asian community
* Black History Month – attended events celebrating the Windrush generation to build connections with our local Black communities, and delivered food to Windrush elders
* Hate Crime Awareness Month – held roadshows with policing colleagues across Gwent promoting awareness of what hate crime is and how to report it
* Ramadan - attended the Iftar (breaking of the daily fast) at mosques across Gwent and presented gifts of food in each mosque we visited.

We also attended community engagement events and hosted meetings with our communities, including:

* Facilitating quarterly meetings between Gwent Police and mosque leaders in Newport
* Delivering workshops in schools and LGBTQ+ youth groups on anti-racism and hate crime awareness
* Attendance at conferences and events hosted by groups including the Gypsy, Roma and Traveller community, Windrush elders, South Asian community members and Women of Newport
* Public engagement survey as part of the development of the Police Race Action Plan, with stakeholders from the diverse communities of Gwent

**Areas** **identified for improvement**

As discussed above, a need has been identified to allow children and young people to actively participate in governance and scrutiny of Gwent Police actions and data. This will be addressed via a Youth IAG.

The other outstanding action in this area from the 2020-24 JSEP, is for the EDI team and Problem Solving team to work together to assess the effectiveness of engagement activities with diverse / disengaged communities in a ‘you said, we did’ approach.

## EQUALITY OBJECTIVE FOUR | CREATING A REPRESENTATIVE WORKFORCE AND PROMOTING FAIRNESS

|  |  |  |
| --- | --- | --- |
| 20 MEASURES | 6 MEASURES | 0 MEASURES |
| Measures either delivered or consistently being managed through business-as-usual functions | Measures remain under development with planned delivery | Measures are yet to be introduced |

Building a workforce which represents the communities of Gwent is a core part of building trust and confidence, as well as developing a culture which champions difference. Our objectives in this area cover:

* positive action​
* gender equality​
* wellbeing in the workplace​
* staff engagement​
* education and training​
* socio-economic deprivation

**Progress made against Objective Three in 2023-24**

*Workforce representation*

Gwent Police have made good progress against our Positive Action strategy in recruiting and retaining a more diverse workforce. This year, Positive Action worked with partners in local government, education providers and Careers Wales to promote careers in policing to those from under-represented groups, including those from low socio-economic backgrounds.

Our recruitment process has been externally audited by OLEOO, and anonymous shortlisting takes place with feedback available to candidates. A suite of reasonable adjustments is in place for those covered under the Equality Act who are going through the recruitment and promotion process, such as extra time for questions or specific font and colour for exam papers.

A Retention Roadmap has been developed with a supporting action plan to improve retention across the organisation and Stay Interviews have been established to further improve retention. Our HR team also reviewed the Promotion Policy based on feedback from promotion boards and identified improvements to be made in:

* appeal process
* feedback following shortlisting and interviews
* development plans following boards.

The leadership framework offers the opportunity for career development for both officers and staff. For example, the First Line Leaders programme is offered to all newly promoted sergeants and police staff equivalents. The PDR process allows officers and staff to highlight training needs to managers.

HR worked with corporate communications on a ‘Safe to say Campaign’ to encourage all to share their protected characteristics, to improve data reliability when looking at our workforce demographics. ​The proportions have reduced, although are still highest for the questions on sexual orientation and disability, as can be seen in the breakdown of our workforce demographics below (correct as of 31 March 2024).

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Category**​ | | **Police Officer**​ | | **Police Staff**​ | | **CSO**​ | | **Totals - Officer, Staff & SCO**​ | |
| **Headcount**​ | **%**​ | **Headcount**​ | **%**​ | **Headcount**​ | **%**​ | **Headcount**​ | **%**​ |
| **Gender**​ | **Female**​ | 582​ | 37.82%​ | 581​ | 67.95%​ | 73​ | 47.71%​ | 1236​ | 48.53%​ |
| **Male**​ | 957​ | 62.18%​ | 274​ | 32.05%​ | 80​ | 52.29%​ | 1311​ | 51.47%​ |
| **Total**​ | | **1539**​ | **100.00%**​ | **855**​ | **100.00%**​ | **153**​ | **100.00%**​ | **2547**​ | **100.00%**​ |
| **Age Categorisation**​ | **Under 26**​ | 204​ | 13.26%​ | 50​ | 5.85%​ | 23​ | 15.03%​ | 277​ | 10.88%​ |
| **26 to 40**​ | 762​ | 49.51%​ | 287​ | 33.57%​ | 70​ | 45.75%​ | 1119​ | 43.93%​ |
| **41 to 55**​ | 536​ | 34.83%​ | 314​ | 36.73%​ | 40​ | 26.14%​ | 890​ | 34.94%​ |
| **55 and Over**​ | 37​ | 2.40%​ | 204​ | 23.86%​ | 20​ | 13.07%​ | 261​ | 10.25%​ |
| **Total**​ | | **1539**​ | **100.00%**​ | **855**​ | **100.00%**​ | **153**​ | **100.00%**​ | **2547**​ | **100.00%**​ |
| **Ethnicity**​ | **Ethnic Heritage**​ | 56​ | 3.64%​ | 18​ | 2.11%​ | 13​ | 8.50%​ | 87​ | 3.42%​ |
| **Not Stated/Unknown**​ | 5​ | 0.32%​ | 3​ | 0.35%​ | 0​ | 0.00%​ | 8​ | 0.31%​ |
| **Prefer not to Say**​ | 60​ | 3.90%​ | 25​ | 2.92%​ | 2​ | 1.31%​ | 87​ | 3.42%​ |
| **White**​ | 1418​ | 92.14%​ | 809​ | 94.62%​ | 138​ | 90.20%​ | 2365​ | 92.85%​ |
| **Total**​ | | **1539**​ | **100.00%**​ | **855**​ | **100.00%**​ | **153**​ | **100.00%**​ | **2547**​ | **100.00%**​ |
| **Sexual Orientation**​ | **Bisexual**​ | 48​ | 3.12%​ | 9​ | 1.05%​ | 1​ | 0.65%​ | 58​ | 2.28%​ |
| **Gay/Lesbian**​ | 70​ | 4.55%​ | 22​ | 2.57%​ | 4​ | 2.61%​ | 96​ | 3.77%​ |
| **Not Stated/Unknown**​ | 73​ | 4.74%​ | 37​ | 4.33%​ | 34​ | 22.22%​ | 144​ | 5.65%​ |
| **Other Sexual Orientation**​ | 0​ | 0.00%​ | 0​ | 0.00%​ | 0​ | 0.00%​ | 0​ | 0.00%​ |
| **Prefer Not to Say**​ | 121​ | 7.86%​ | 56​ | 6.55%​ | 4​ | 2.61%​ | 181​ | 7.11%​ |
| **Prefer to self-describe**​ | 3​ | 0.19%​ | 0​ | 0.00%​ | 0​ | 0.00%​ | 3​ | 0.12%​ |
| **Straight/Heterosexual**​ | 1224​ | 79.53%​ | 731​ | 85.50%​ | 110​ | 71.90%​ | 2065​ | 81.08%​ |
| **Total**​ | | **1539**​ | **100.00%**​ | **855**​ | **100.00%**​ | **153**​ | **100.00%**​ | **2547**​ | **100.00%**​ |
| **Disability**​ | **No**​ | 1322​ | 85.90%​ | 737​ | 86.20%​ | 143​ | 93.46%​ | 2202​ | 86.45%​ |
| **Not Stated/Unknown**​ | 3​ | 0.19%​ | 0​ | 0.00%​ | 0​ | 0.00%​ | 3​ | 0.12%​ |
| **Prefer Not to Say**​ | 114​ | 7.41%​ | 52​ | 6.08%​ | 7​ | 4.58%​ | 173​ | 6.79%​ |
| **Declared Disabled**​ | 100​ | 6.50%​ | 66​ | 7.72%​ | 3​ | 1.96%​ | 169​ | 6.64%​ |
| **Total**​ | | **1539**​ | **100.00%**​ | **855**​ | **100.00%**​ | **153**​ | **100.00%**​ | **2547**​ | **100.00%**​ |
| **Welsh Ability**​ | **Not Stated/Unknown**​ | 23​ | 1.49%​ | 9​ | 1.05%​ | 0​ | 0.00%​ | 32​ | 1.26%​ |
| **Welsh - Level 1**​ | 1301​ | 84.54%​ | 764​ | 89.36%​ | 135​ | 88.24%​ | 2200​ | 86.38%​ |
| **Welsh - Level 2**​ | 89​ | 5.78%​ | 47​ | 5.50%​ | 8​ | 5.23%​ | 144​ | 5.65%​ |
| **Welsh - Level 3**​ | 11​ | 0.71%​ | 1​ | 0.12%​ | 2​ | 1.31%​ | 14​ | 0.55%​ |
| **Welsh - Level 4**​ | 42​ | 2.73%​ | 12​ | 1.40%​ | 4​ | 2.61%​ | 58​ | 2.28%​ |
| **Welsh - Level 5**​ | 32​ | 2.08%​ | 10​ | 1.17%​ | 1​ | 0.65%​ | 43​ | 1.69%​ |
| **Welsh - No Skill**​ | 41​ | 2.66%​ | 12​ | 1.40%​ | 3​ | 1.96%​ | 56​ | 2.20%​ |
| **Total**​ | | **1539**​ | **100.00%**​ | **855**​ | **100.00%**​ | **153**​ | **100.00%**​ | **2547**​ | **100.00%**​ |

As well as reporting on the gender pay gap, Gwent Police now also report our ethnicity pay gap. Overall, the mean average gender pay gap is 7.7% and the median average gender pay gap in 12.3%. For the ethnicity pay gap, the figures are 3.45% and 4.17% respectively.

*Wellbeing and support*

Gwent Police have a wellbeing team who support colleagues across the force in various ways, including:

* Access to physical and emotional support for staff and their managers
* Wellbeing passports
* Support with access to diagnosis and specialist provision for neurodivergent officers and staff

In 2023-24, Gwent Police joined the Benenden Health scheme which allows colleagues to access private healthcare through a salary sacrifice scheme.

Specific support and a supportive community for colleagues with protected characteristics is provided by our staff networks:

* Christian Police Association (religion)
* Enable (Disability, neurodiversity and carers)
* Gender Equality Network and Men’s Health Forum (gender/sex, pregnancy and maternity)
* Gwent Ethnic Minority Association, GEMA (race)
* Gwent branch of the Wales Police LGBT+ network (sexual orientation and gender reassignment)
* Welsh speakers and learners network (Welsh language)

Gwent Police carry out an annual staff wellbeing survey for all officers and staff. The HR team presented the findings of this survey to colleagues in January 2024, and developed a toolkit to help heads of department interpret the results and develop action plans to improve wellbeing in their teams.

The most recent survey found:

* 88% [[6]](#footnote-7) of respondents felt that they were treated with respect by their colleagues
* 88% felt that they could challenge inappropriate behaviour
* 84% felt that Gwent Police are committed to creating an inclusive workplace culture
* 82% felt they were able to be themselves in the workplace
* 79% felt that they were treated fairly

Another important area of work has been identifying opportunities to provide tailored support to officers and staff with protected characteristics, and ensuring managers have the skills and confidence to support a diverse workforce.

For officers and staff who are female, disabled, and/or from an ethnic heritage background, the Positive Action team provide support throughout their career. The PA team hold 6 weekly, 6 monthly and 12 monthly ‘check ins’ with these officers and staff to gain feedback from them in a confidential manner and feed concerns back to the relevant teams. PA also provide support for those going for promotion.​

The First Line Leaders programme provides advice on how managers can support staff from different backgrounds – for example, through a module on managing an intergenerational workforce. Teams have developed their own training too: for example, the police constable tutor team have developed an excellent presentation to help tutor constables support neurodivergent trainee constables when they arrive on their new teams.

*Policy development*

In 2023-24, Gwent Police developed a new Transgender Inclusion Policy which will protect the rights of trans and non-binary individuals and ensure the organisation acts in accordance with legislation and best practice.

Gwent Police is a Disability Confident Employer, recognising our commitment to how we recruit, retain and develop disabled people.​

The Equality Impact Assessment (EIA) process is embedded, with every new or reviewed policy requiring an EIA to evidence how it may impact on people with protected characteristics or foster good relations between people with a protected characteristic and those without.

*Training*

Gwent Police provides a range of training to enable us to tackle discrimination and better support both our colleagues and our communities with protected characteristics. All new officers and staff receive an initial input from the EDI team on topics including legislation, the diversity of Gwent and tips on putting inclusion into practice. All officers and staff also complete the College of Policing online learning package about the Equality Act 2010.

The EDI team also shared knowledge on EDI topics with the wider workforce through articles on the Beat. In 2023-24, topics included the legacy of Stephen Lawrence, Pride month, Gypsy Roma Traveller month and Windrush day.

In 2023-24, 1526 officers and staff attended training on racism and being anti-racist, run by No Boundaries.

Gwent Police attend quarterly meetings of the Criminal Justice Services anti-racism taskforce, where we work with colleagues across the criminal justice sector in Wales to share learning from our anti-racism work and develop best practice together. In 2023-24, Gwent Police took part in a pilot anti-racism programme developed by researchers working with the CJS anti-racism taskforce and benchmarked our current learning and development and Positive Action programmes. The learning from this will allow us to improve our anti-racism education to Gwent Police officers and staff.

**Areas identified for improvement**

We plan to develop and embed a greater focus on equality in volunteer and independent member recruitment, for example within our IAG membership.

At present, we do not have a network covering the Age protected characteristic, but there are plans to set up a young in-service network to support younger colleagues.

We must continue to improve our data recording, encouraging officers and staff to share their protected characteristics to enable more accurate monitoring of our workforce data and reduce the numbers of “prefer not to say” answers.

We also know there is greater work to be done to promote positive police culture. In response to the current focus in this area, Gwent Police have developed a Culture Strategy which sets out how we will address cultural concerns. We welcomed Baroness Louise Casey to a Team Gwent event in 2023-24, where she discussed the findings of her inquiry into the culture of the Metropolitan Police and its implications for policing. We also commissioned research on Gwent Police culture by the University of South Wales, which will be developed into a training package for officers and staff using the “Hydra” suite in the University of South Wales.

## STRATEGIC EQUALITY PLAN 2024-2028

The new Strategic Equality Plan (2024-2028) has now been published and is available publicly [here](https://www.gwent.police.uk/SysSiteAssets/media/downloads/gwent/equality-and-diversity/2787_01_strategic_equality_plan_a4p_eng.pdf). A [Welsh language](https://www.gwent.police.uk/cy-GB/SysSiteAssets/media/downloads/gwent/equality-and-diversity/2787_01_strategic_equality_plan_a4p_cym.pdf) version of the SEP and an easier-read, plan-on-a-page [summary](https://www.gwent.police.uk/SysSiteAssets/media/downloads/gwent/equality-and-diversity/2787_02_strategic_equality_plan_summary.pdf) are also publicly available.

As in the previous JSEP, the SEP sets out how we aim to develop our organisation in the area of equality, diversity and inclusion, ensuring that we meet our obligations under the Equality Act 2010 and Public Sector Equality Duty.

The 2024-2028 SEP has three key pillars and three main aspirational objectives under each pillar. They are:

1. **Our organisation:**
   1. We will be representative: *To develop Gwent Police to be representative of the diverse communities we serve and ensure that all colleagues are treated fairly in the workplace*
   2. We will be culturally competent: *To build understanding of the lived experiences of our communities and develop a culture where everyone is respected and valued for being themselves in the workplace*
   3. We will challenge discrimination in all its forms: *To enable officers and staff to challenge discrimination and poor behaviour in the workplace, aspiring to become an anti-racist and anti-misogynist organisation*
2. **Our communities:**
   1. Our communities will feel safe: *To ensure all our communities are treated in a trauma-informed manner and that crimes affecting our most vulnerable (hate crimes, violence against women and girls, domestic abuse and sexual violence) are appropriately investigated and scrutinised*
   2. Our communities will trust us: *To ensure that our diverse communities are treated fairly by improving our own cultural competence and scrutinising our use of police powers*
   3. Our communities will feel more engaged with us: *To commit to regular engagement with the different communities of Gwent, bringing the community into decision-making as we “police by consent”*
3. **Our partnerships and plans:**
   1. We will meet our commitments under national policing and government plans in the area of EDI: *To improve equality, diversity and inclusion in the police service and in our communities*
   2. We will work with policing colleagues: *To share knowledge and best practice across the criminal justice sector*
   3. We will work with community partners in other sectors: *To understand and respond to issues which affect our communities locally*

The 2024-2028 SEP is no longer a joint Plan with the OPCC. A decision was taken to separate our plans to allow each organisation to develop a plan which better reflects the different work we do.

The SEP was informed by research and community consultation. This involved:

* Mapping the police requirements under each applicable national policing and government plan to ensure all obligations are met (for example, Police Race Action Plan, Welsh Government anti-racist Wales plan)
* Inclusion of questions for the public on their top priorities related to EDI, on the PCC’s annual precept survey
* Presentation of the draft SEP to Gwent Police’s Independent Advisory Group and staff network leads for their feedback prior to finalisation of the SEP

The 2024-28 SEP will be supported with a delivery plan which will set out the expected actions needed to achieve our objectives. The governance of the SEP will be delivered by the Legitimacy meeting, with objectives feeding into both People and Culture, and VAWG and Vulnerability Boards.

**FINANCIAL CONSIDERATIONS**

Activities under the new Strategic Equality Plan may incur costs: for example, community engagement activities, staff training and development, conference attendance, and other activities facilitated by external groups which allow us to meet our objectives under the plan.

These are proposed to be met by the relevant budget holder (for example, staff training costs would be met by the L&D team, community engagement by EDI) and where necessary co-production with other organisations (such as for work under the Criminal Justice Services anti-racism plan) will help to reduce costs.

**PERSONNEL CONSIDERATIONS**

The proposed actions under the new Strategic Equality Plan have been assigned to leads for each of the portfolio areas in an accompanying delivery plan. The portfolio lead is responsible for ensuring that the actions in their area are allocated to the correct team/person, and for reporting back on progress against these actions in the Legitimacy meeting which governs progress made against the Plan.

It is not expected that any further resources are needed to fulfill the aims and objectives of the Strategic Equality Plan, however this will be kept under review during the lifetime of the Plan.

**LEGAL CONSIDERATIONS**

None to note. The new Stategic Equality Plan is compliant with the Equality Act 2010 and Public Sector Equality Duty.

**EQUALITIES & HUMAN RIGHTS CONSIDERATIONS**

* This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.
* In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

**RISK**

Positive progress was made against the 2020-24 Joint Strategic Equality Plan, as detailed in this report. Areas for improvement are noted above and if not addressed, could pose a risk to public trust and confidence in Gwent Police.

These outstanding actions are addressed through the new Strategic Equality Plan alongside our new aims and objectives and, if actions are progressed, the risk is low. Progress against actions is measured in the quarterly Legitimacy meeting, which then feeds into the Culture board as part of the Governance structure.

**PUBLIC INTEREST**

* In producing this report, has consideration been given to ‘public confidence’? Yes
* Are the contents of this report, observations and appendices necessary and suitable for the public domain? Yes
* If you consider this report to be exempt from the public domain, please state the reasons: N/A
* Media, Stakeholder and Community Impacts: **Consideration should be given to translation of this report into the most common languages spoken in Gwent, to enable our diverse communities to read about our equality progress.**

**REPORT AUTHOR**

Harry Petty (Strategic EDI Manager)

**LEAD CHIEF OFFICER**

Deputy Chief Constable Nicola Brain.

**GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL**

This report has been presented to the following board: People and Culture

This report has been presented to the following oversight board: Security Executive Board (SEB)

I confirm this report has been discussed and approved at a formal Chief Officers’ meeting.

Meeting chaired by: Chief Constable Hobrough

Meeting date: 15/08/2024

I confirm this report is suitable for the public domain.

Signature:



Date: 21/08/2024

1. Data correct as of final Legitimacy meeting 6 February 2024 [↑](#footnote-ref-2)
2. [Operation Soteria – Transforming the Investigation of Rape (npcc.police.uk)](https://www.npcc.police.uk/our-work/violence-against-women-and-girls/operation-soteria/) [↑](#footnote-ref-3)
3. [Lammy review: final report - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/lammy-review-final-report) [↑](#footnote-ref-4)
4. This term denotes anyone whose ethnicity is recorded as Black, Asian, Mixed heritage or White Other. For stop and search, this is subject-defined ethnicity; for use of force, officer-defined. [↑](#footnote-ref-5)
5. Taser usage involves drawing, red-dotting and aiming the Taser, as well as firing [↑](#footnote-ref-6)
6. these figures indicate the percentages of respondents who answered “strongly agree” or “agree” [↑](#footnote-ref-7)