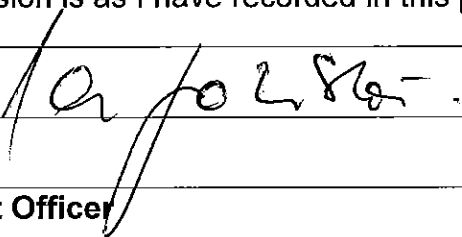


<b>Police and Crime Commissioner for Gwent Decision</b>	
PCCG-2014-024	Police and Crime Commissioner for Gwent Decision Session
Subject	Strategic Equality Plan Annual Update
Summary	To record the decision of the Police and Crime Commissioner regarding the publication of the annual update for the Strategic Equality Plan and associated documents

## DECISION

1. In accordance with the requirements of the Equality Act 2010, the Office of the Police and Crime Commissioner (OPCC) published its Equality Objectives, placing them within a Strategic Equality Plan. As part of the duty under the Act, there is a requirement to publish an Annual Report of progress against the objectives.
2. In the interests of fulfilling this requirement, I have agreed to publish the Strategic Equality Plan and Equality Objectives Annual Progress Update: 2013-2014.
3. With the publication of this document, I am satisfied that I continue to meet the duties set out in the Equality Act 2010.
- 4.

<b>Ian Johnston QPM, Police and Crime Commissioner for Gwent</b>	
My decision is as I have recorded in this paper	
Signed 	Date 14.4.14

<b>Contact Officer</b>	
Name	Caroline Hawkins
Position	Policy Officer (Victims)
Telephone	01633 647175/710 3465
Email	Caroline.Hawkins@gwent.pnn.police.uk

**Background papers**

**Strategic Equality Plan and Equality  
Objectives Annual Progress Update:  
2013-2014**



# Office of the Police and Crime Commissioner for Gwent



## Strategic Equality Plan and Equality Objectives Annual Progress Update 2013-2014



## Contents

1.0	Introduction	3
2.0	Progress and activities	4
3.0	Other activities undertaken in 2013-14	8
4.0	Future activities	9

This document is also available in Welsh.

For a copy of this document in an alternative language or format, please contact us at:

Office of the Police and Crime Commissioner  
Police Headquarters  
Croesyceiliog  
Cwmbran  
Torfaen  
NP44 2XJ

Tel: 01633 647175

E-mail: [Caroline.Hawkins@gwent.pnn.police.uk](mailto:Caroline.Hawkins@gwent.pnn.police.uk)

Website: [www.gwent.pcc.police.uk](http://www.gwent.pcc.police.uk)

Facebook: [gwentpcc](https://www.facebook.com/gwentpcc)

Twitter: [@gwentpcc](https://twitter.com/gwentpcc)

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## 1.0 Introduction

This document is the second Annual Progress Update against the Office of the Police and Crime Commissioner's Strategic Equality Plan (SEP) and Objectives, 2012 – 2016.

The SEP was originally published in April 2013 by Gwent Police Authority as a combined result of stakeholder consultation recognised as best practice, local discussions and legal responsibilities.

As a result of the Police Reform and Social Responsibility Act 2011, police authorities were replaced by elected Police and Crime Commissioners on 22<sup>nd</sup> November 2012.

The SEP was revised for the Office of the Police and Crime Commissioner (OPCC) in November 2012 and formally adopted by the Police and Crime Commissioner (the Commissioner) on 11<sup>th</sup> December 2012.

The SEP supports our Equality Objectives and outlines key information about our equality, diversity and human rights activity. As well as fulfilling our duty under the Equality Act 2010, it considers a wide range of other legislation associated with equality and diversity.

The Equality Act 2010 general duty requires public bodies to have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

More information on protected characteristics can be found in the SEP document, or on our website:

[www.gwent.pcc.police.uk/about-us/equality-and-diversity/](http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/).

The OPCC monitors and reviews the effectiveness of the success measures and performance indicators in the Equality Objectives in a number of ways. The Commissioner authorises decisions and

information updates by way of Decision Logs, which are published on our website [www.gwent.pcc.police.uk/transparency/decisions-made/](http://www.gwent.pcc.police.uk/transparency/decisions-made/).

The OPCC Strategy and Performance Board also considers and acts upon reports and updates provided to the Commissioner by the OPCC staff and the Gwent Police Chief Officer Team [www.gwent.pcc.police.uk/transparency/strategy-performance-board/](http://www.gwent.pcc.police.uk/transparency/strategy-performance-board/).

The Commissioner provides information on his progress against the Police and Crime Plan to the Gwent Police and Crime Panel [www.gwent.pcc.police.uk/transparency/police-and-crime-panel/](http://www.gwent.pcc.police.uk/transparency/police-and-crime-panel/).

## **2.0 Progress and activities**

There are four Equality Objectives embedded within the SEP:

**Objective 1** – To ensure that everyone working for, involved with, affected by or receiving services from the organisation is treated fairly, respectfully and without discrimination (Fair Treatment)

**Objective 2** – To ensure effective scrutiny of force performance on equality, diversity and human rights and that the organisation appropriately challenges the force where any areas of concern arise (Performance Monitoring)

**Objective 3** – To work to ensure that the information, services and events of the organisation are accessible by aiming to reduce any barriers to involvement with the organisation (Accessibility)

**Objective 4** – To ensure that equality and human rights are promoted when working in partnership with other agencies and that all agencies understand the need to abide by equality legislation (Partnership Working)

The activities undertaken between April 2013 and March 2014 in respect of the objectives and their outcomes are outlined in the following table.

	<b>Activity</b>	<b>Related Objectives</b>
1	OPCC membership of and attendance at meetings of the Hate Crime Criminal Justice Board Cymru, the Gwent Hate Crime Forum, and the Newport Hate Crime Forum to further inform policy and decision-making processes (on-going)	1, 2, 3, 4
2	OPCC membership of and attendance at the Newport Community Representatives meeting to understand issues and maintain links with the communities represented (on-going)	1, 2, 3, 4
3	Meetings with strategic partners, e.g. Older Person's Commissioner for Wales, Registered Social Landlords Group, Regional Youth Service, Children's Commissioner for Wales, local authorities (on-going)	1, 2, 3, 4
4	Evaluation by the Commissioner of the use of police stations to ensure communities have access to police officers and police station buildings <a href="http://www.gwent.pcc.police.uk/fileadmin/user_upload/documents/General/14.02.19_Estate_Strategy_-_Police_Stations.pdf">www.gwent.pcc.police.uk/fileadmin/user_upload/documents/General/14.02.19 Estate Strategy - Police Stations.pdf</a>	1, 2, 3
5	Extensive community engagement by the Commissioner, Deputy Commissioner and OPCC staff at over 400 meetings since January 2013, e.g. Community Councils, PACT, Caerphilly Voluntary Sector Liaison Committee, Newport Deaf Club (on-going) <a href="http://www.gwent.pcc.police.uk/engagement/events-and-meetings/">www.gwent.pcc.police.uk/engagement/events-and-meetings/</a>	1, 2, 3
6	Engagement and activities with young people through the Regional Youth Forum, including consultation on and production of a young people's version of the Victims' Charter (on-going)	1, 2, 3
7	Consideration of equality duties within the OPCC Commissioning Framework and assessment of the impact of funding decisions via the Strategic Commissioning Board and Strategic Commissioning Intentions task and finish group work (on-going) <a href="http://www.gwent.pcc.police.uk/partnerships/commissioning/">www.gwent.pcc.police.uk/partnerships/commissioning/</a>	1, 3, 4

8	<p>Launch of the Commissioner's Victims' Charter for Gwent in September 2013 and subsequent work to support the aims, including awareness-raising with providers of services to victims and their service users (on-going)</p> <p><a href="http://www.gwent.pcc.police.uk/engagement/victims/victims-charter/">www.gwent.pcc.police.uk/engagement/victims/victims-charter/</a></p>	1, 2
9	<p>Maintenance of the Independent Custody Visiting Scheme that sees volunteers go into police custody units to check on the welfare of detainees and the facilities they are held in (on-going)</p> <p><a href="http://www.gwent.pcc.police.uk/engagement/getting-involved/custody-visiting/">www.gwent.pcc.police.uk/engagement/getting-involved/custody-visiting/</a></p>	1, 2
10	<p>Participation in the Gwent Police Staff Survey for 2014, which is also open to OPCC staff. Results will be used by both organisations to help identify and address issues and concerns being experienced by staff and officers</p>	1, 2
11	<p>Complaints File dip-sampling process undertaken to by the OPCC in support of the requirement to monitor the way complaints against police officers are being dealt with by Gwent Police (on-going)</p>	1, 2
12	<p>Regular meetings between the Commissioner and representatives of Gwent Police Staff Support Networks to provide opportunity to discuss Network activities and any matters or concerns arising (on-going)</p>	1, 2
13	<p>OPCC involvement in Her Majesty's Inspector of Constabularies (HMIC) Inspection of Gwent Police, 'Stop and Search Powers: Are the police using them effectively and fairly?'</p> <p><a href="http://www.gwent.pcc.police.uk/transparency/performance/hmic-inspections/">www.gwent.pcc.police.uk/transparency/performance/hmic-inspections/</a></p>	1, 2
14	<p>Commissioning of Project Undivided by the OPCC which tracks and analyses the journeys through the criminal justice system of 100 victims in Gwent. The independent findings will be fed into the Criminal Justice Strategy Board for Gwent to further improve victims' experiences with these agencies (on-going)</p>	1, 2



15	Pilot of Commissioner public surgeries across Gwent allowing attendees to raise policing- and community-related issues directly with the Commissioner, Deputy Commissioner and representatives of the Local Policing Unit	1, 3
16	Awarding of the Job Centre Plus Disability User Symbol to the OPCC. In using this we have agreed with Job Centre Plus that we will take action on five specific commitments towards people with disabilities <a href="http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/disability-symbol-user/">www.gwent.pcc.police.uk/about-us/equality-and-diversity/disability-symbol-user/</a>	1, 3
17	Commissioner, Deputy Commissioner and OPCC attendance at various force meetings to support work streams. For example, the Equality and Diversity Board that monitors all force activity relating to its SEP and Equality Objectives and the Service That Works meeting that oversees continual improvement in service delivery by Gwent Police (on-going)	2, 4
18	The OPCC has received less than 10 complaints against the Chief Constable between April 2013 and March 2014	1
19	200 quality of service issues have been received by the OPCC during this time	1
20	Regular OPCC staff and Executive Board meetings to consider and discuss matters and concerns arising within the OPCC (on-going)	1
21	Launch of the first Police and Crime Commissioner App in the UK to further improve public access to information relating to the activities of the Commissioner, Deputy Commissioner and OPCC staff. The App also allows direct communication with the OPCC via e-mail, phone or the website	3
22	Re-launch of the bilingual OPCC website in a more 'user friendly' format, to ensure that the information published is more easily accessible to public and partners, including <a href="http://www.gwent.pcc.police.uk">www.gwent.pcc.police.uk</a>	3

23	Membership of the Women In The Criminal Justice Service forum that aims to identify and address issues faced by women that are within or transitioning out of the criminal justice system, to share good practice and promote better partnership working (on-going)	4
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### 3.0 Other activities undertaken in 2013 – 2014

In addition to the areas of work highlighted in the previous table, over the past 12 months we have undertaken a number of other activities in support of the Equality Duty or that relate to wider equality and diversity activities, including:

- Running a focus group with victims of crime and antisocial behaviour to help develop the Victims' Charter
- Updating the OPCC website hate crime page to ensure information provided remains relevant (March 2014)  
[www.gwent.pcc.police.uk/about-us/equality-and-diversity/hate-crime/](http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/hate-crime/)
- Providing funding support, via the Police Property Act Fund and Commissioner's Partnership Fund, to community groups and projects that help prevent crime and antisocial behaviour or divert people away from crime [www.gwent.pcc.police.uk/partnerships/commissioning/](http://www.gwent.pcc.police.uk/partnerships/commissioning/).  
For example, supporting Torfaen People First to produce a hate crime training DVD for use by external organisations and agencies; supporting Bron Afon Housing to undertake an intergenerational project with residents and local school children [www.gwent.pcc.police.uk/news/story/?tx\\_ttnews%5Btt\\_news%5D=168&cHash=10778ac51b6690c1322edca0e4eefb6a](http://www.gwent.pcc.police.uk/news/story/?tx_ttnews%5Btt_news%5D=168&cHash=10778ac51b6690c1322edca0e4eefb6a)
- As part of the Commissioner's Partnership Fund assessment process, inviting two young people from Gwent to sit on the judging panel and actively participate in the decision-making around the applications received
- Being inspected by the Wales Audit Office (WAO) in October 2013 to examine how effectively the OPCC is engaging with local communities to help determine and deliver policing priorities. The inspection results recognised that we are developing appropriate arrangements for engagement and consultation to allow communities to help shape the police service they receive

- Facilitating Welsh language translation services at the All Wales Policing Group meeting hosted by the Commissioner for Gwent
- Directly engaging with organisations that provide advocacy support to children and young people and organisations that support victims of hate crime, domestic abuse and Forced Marriage and Honour Based Violence in Gwent as part of a victims' services mapping exercise
- Providing funding support to the Positive Futures project in Newport that engages with young people and provides involvement and diversionary activities through sport, helping eliminate discrimination and advance equality of opportunity between and within different communities across the City
- Giving consideration to the recommendations from the All Wales Hate Crime Research Project Final Report published in October 2013, in terms of the impact of hate crime on individuals and communities and future commissioning of services in Gwent
- Hosting an open 'question and answer' session between the Commissioner and all police staff regarding changes within the organisation to help provide confidence and reassurance to those affected by change
- Participating in the Gwent Police Health and Wellbeing Strategy event in March 2014. The Strategy aims to further embed Health and Wellbeing considerations into the workplace to ensure that the organisation makes every effort to help police officers and staff be physically and mentally healthy with a positive sense of wellbeing

#### **4.0 Future activities**

Future activities planned by the OPCC include:

- Rolling-out Commissioner Surgeries across Gwent as part of the OPCC Engagement Strategy. Meetings will be advertised locally and through the OPCC website, social media pages and via the App
- Involving members of the Police and Crime Panel in assessing the impact of funding through the Commissioner's Partnership Fund 2014/15

- Undertaking a stop and search dip-sampling exercise as per the established dip-sampling process (the associated report will be published on the OPCC website in due course)
- Further developing the Strategic Commissioning Intentions for Gwent with a view to implementing them from of October 2014, when statutory monies for victims' services in Gwent will become part of the Commissioner's wider financial responsibilities. As part of our preparations for this, we will continue to engage with service providers and third sector agencies to support our decision-making processes and better inform our identification of gaps in current service provision across the area
- Attending the Home Office event in May 2014 for the new Code of Practice for Victims of Crime, which will help inform our understanding of the responsibilities on criminal justice organisations and how to work with victims effectively.
- Attending the College of Policing Confidence and Equality Practitioner Network Conference in May 2014. This conference will examine a number of topics including the Equality Strategy, mental health, disability hate crime, and stop and search.