



ANNUAL EQUALITY REPORT 2024 | 2025

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ACCOUNTABILITY AND
ASSURANCE BOARD

24 October 2025



1. DIBEN AC ARGYMHELLIAD | PURPOSE AND RECOMMENDATION

1.1 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 2024-25 against each of the 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 2024-25. The report presents highlights of the progress made in each objective area, along with areas identified for improvement.

1.2 There are no recommendations made requiring a decision.

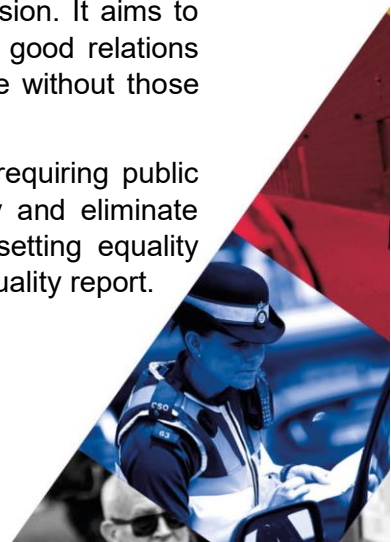
2. CYFLWYNIAD A CHEFNDIR | INTRODUCTION AND BACKGROUND

2.1 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. In Wales, we also consider the Welsh Language standards and ensure that we do not discriminate against Welsh speakers either.

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.



2.2 In April 2024 Gwent Police published its new Strategic Equality Plan for the period 2024-2028.

The plan aims to achieve the following three strategic equality outcomes and has an associated tactical plan to aid delivery:

Our organisation:

- a. 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*
- b. 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*
- c. 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*

Our communities:

- d. 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*
- e. 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*
- f. 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”*

Our partnerships and plans:

- g. 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*
- h. We will work with policing colleagues: *To share knowledge and best practice across the criminal justice sector*
- i. We will work with community partners in other sectors: *To understand and respond to issues which affect our communities locally*

The new Strategic Equality Plan (2024-2028) has now been published and is available [here](#). A [Welsh language](#) version of the SEP and an easier-read, plan-on-a-page [summary](#) are also available.

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

Under each of the objectives below, highlights of progress made across 2024-25 are discussed, along with areas of improvement to improve performance for 2025-26.

This objective focuses on building and supporting a diverse workforce across all protected characteristics, under the broad areas of:

- Recruiting, maintaining and promoting a representative workforce
- Supporting the wellbeing of a diverse workforce
- Developing the workforce's cultural competence
- Tackling misconduct relating to discrimination
- Celebrating diversity and inclusion within the workplace

Progress made against Objective One in 2024-25

Representative workforce

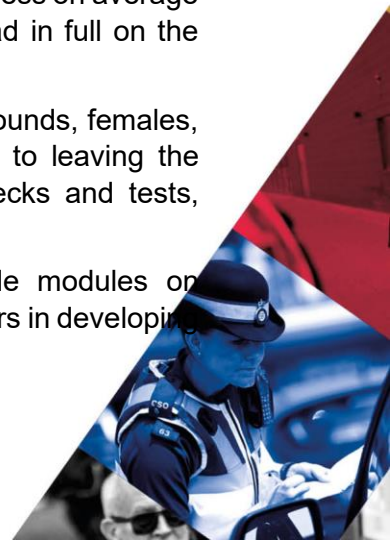
As of April 2025, the workforce demographics breakdown was as follows:

- 47.87% of the workforce overall are female
- 3.32% of the workforce overall are from a minority ethnic heritage
- 6.61% of the workforce overall identify as lesbian, gay, bisexual or prefer to self-describe their sexual orientation
- 6.69% of the workforce overall declared a disability under the Equality Act definition
- The largest declared religion/belief overall was no religion (53.84%) followed by Christian (30.21%) and Other (2.14%). 0.79% of the workforce are Muslim, 0.32% Buddhist, 0.2% Sikh, 0.12% Jewish and Hindu respectively, and 0.08% Pagan.
- 85.99% of the workforce can speak Welsh to Level One (basic conversational greetings), 6.29% to Level Two, 1.31% to Level Three, 2.14% to Levels Four and Five respectively. 1.54% stated that they have no Welsh skills at all.

Gwent Police now publish both [ethnicity](#) and [gender](#) pay gap reports. The mean gender pay gap in 2024/25 was 6.5%. This means that female officers and staff earn on average 6.5% less than male officers and staff. The mean ethnicity pay gap was 5.7%, meaning that officers and staff from minority ethnic heritage earn 5.7% less on average than White British officers and staff. The reports are available to read in full on the Gwent Police website via the links above.

Positive Action supports officers and staff from ethnic minority backgrounds, females, and disabled people throughout their journey from pre-employment to leaving the service. This support includes assistance with pre-employment checks and tests, regular check-ins, and exit interviews.

Leadership programmes for first line and mid line leaders include modules on stakeholder engagement and inclusive leadership to support supervisors in developing



inclusive team cultures, challenging inappropriate behaviour and working with colleagues of different ages, disabilities and neurodiversity, or any other form of diversity.

Supporting wellbeing

The Employee Opinion Survey produced some encouraging results, with positive answers including:

- 83.2% felt they were treated fairly at work
- 91.7% felt they were treated with respect by their colleagues
- 84.3% felt able to be themselves in the workplace
- 83.6% felt that they had not been subject to inappropriate behaviour
- 89% felt supported by their line manager
- 90.4% felt able to challenge inappropriate behaviour

The organisation has achieved Disability Confident Employer reaccreditation at level 3, demonstrating its commitment to providing a safe and accessible workplace for disabled staff and service users.

Gwent Police has staff networks representing the following protected characteristics:

- Disability (Enable – disability, neurodiversity and carers' support network)
- Race (Gwent Ethnic Minority Association)
- Religion/belief (Christian Police Association)
- Sex (Gender Equality Network, Men's Health Forum)
- Sexual orientation and gender reassignment (LGBT+ network)
- Welsh (Welsh speakers and learners' network)

There are currently no staff networks representing the protected characteristics of age, marriage or civil partnership or pregnancy/maternity.

Staff networks are supported with protected time for leads to carry out network activities, and staff network leads are invited to Culture and People boards to represent their members' viewpoints. Staff networks have also led events for members and the wider workforce to celebrate occasions such as International Women's Day, Transgender Day of Visibility, Disability History Month, and to support members' interests with wellbeing initiatives including prostate cancer blood tests, menopause support and neurodiversity awareness sessions. During 2024-25, the Head of Equality, Diversity, and Inclusion (EDI) held regular meetings with staff network leads to hear about concerns affecting their members, which were then shared in the Engagement Board for oversight by senior leadership.

Various wellbeing support initiatives are in place for the workforce including access to the Oscar Kilo service (bespoke mental health support for blue light services), Melo (mental health support provided by NHS Wales), the Employee Assistance Programme and Benenden private healthcare. A wellbeing toolkit has been produced – one for all employees, and one specifically for supervisors – outlining how and where to obtain



support. The Wellbeing team have taken over responsibility for supporting the neurodiverse workforce, including help with obtaining diagnosis and equipment.

There is an established Chaplaincy service in the force who can provide additional support and guidance to staff of all beliefs and none.

Cultural competence

EDI training sessions are delivered to probationers by the EDI team, in conjunction with the training team, covering topics such as the Equality Act 2010, hate crime, bias and stereotypes, and diversity within Gwent. This ensures all officers receive the information they need to know under the College of Policing's training curriculum.

A shorter EDI overview is provided to new staff starters, covering the Equality Act 2010, bias, diversity within Gwent, and an example Equality Impact Assessment (EIA) exercise.

2049 officers and staff have attended No Boundaries Anti-Racism training, and 334 have attended Upstander training, which aims to upskill the workforce in tackling racism, misogyny, and sexism, and challenging their own biases. Gwent Police is also participating in the Leading Inclusive Teams pilot by the College of Policing, which aims to improve the confidence of supervisors in creating safe and inclusive teams.

The Pro-Inclusion Network has been set up to improve allyship and includes officers and staff of varying ranks and roles, using books and films to learn more about equality and develop confidence in exploring and discussing challenging topics.

An EDI objective is now included as part of the Performance Development Review (PDR) process, requiring everyone in the organisation to set themselves a SMART action in the area of EDI. This reflects Gwent Police's commitment to EDI as a "golden thread" running throughout our work, both internally and externally.

Tackling misconduct

The Upstander and Leading Inclusive Teams pilots are in place as discussed above to help provide officers and staff with the information and skills they need to identify and challenge inappropriate and discriminatory conduct in the workplace.

The Professional Standards Department have created a dashboard to enable them to review the demographics of officers and staff under investigation, in order to identify any trends and patterns in the data. Current number show that of officers and staff under investigation for gross misconduct, 66 self-identified as White British, 3 of minority ethnic heritage and 6 did not state their ethnicity or preferred not to say. Of those under investigation for misconduct, 24 identified as White British, 2 from Other White background and 2 preferred not to say. More male subjects than female were under investigation for both gross misconduct and misconduct.

Over 2024/25 there were 16 total Fairness at Work cases, of which 9 related to bullying and harassment, 1 to pay and conditions, 1 to recruitment, 5 to management. 0 cases related to equal opportunities (other than discrimination).

Celebrating EDI



A cultural calendar has been produced and shared by the EDI team on the force intranet. Additionally, the EDI team share regular articles and other content via the intranet, social media and screens in force buildings to promote awareness of events, important dates and engagement activities affecting our diverse communities – for example, for Stephen Lawrence Day, information about Stephen’s life and legacy was shared on our screens and intranet, and the Chief Constable shared a vlog discussing the importance of tackling racism and inviting all staff to reflect on how we can become an anti-racist organisation.

The organisation’s work to celebrate EDI with our communities is discussed under objective two below.

Progress made against Objective Two in 2024-25

Hate crime

The scrutiny process has been improved and now involves monthly dip-samples of investigations by inspectors. Additionally, the quarterly hate crime panel has been reinvigorated. This panel includes members of our Independent Advisory Group (IAG) who assist officers to dip-sample hate crimes from a community perspective and review data trends. Hate crime data is also sent to the Welsh Government’s Hate Crime and Community Tensions Board which informs and contributes to effective cross-sector working with other police forces and organisations such as Victim Support (see partnerships below, objective three).

Hate crime training is set to be rolled out from January 2026 as part of force training days for officers, and a new policy has been approved, updating Gwent Police’s approaches to tackling hate crime in line with the most up to date legislation and policy guidance from the College of Policing and National Police Chiefs’ Council.

Consultation on the Hate Crime Support Officer (HCSO) role is also underway and a policy paper to refresh this role being developed by the Chief Inspector with responsibility for hate crime. The HCSO has previously been well-staffed but as officers and PCSOs move to other roles, numbers have fallen. Having new HCSOs in post will enhance officer knowledge and skills when investigating and responding to hate crime and also improve victim confidence by ensuring victims have a point of contact to discuss their case.

The Victim Care Unit provide support and signposting to specialist services to all victims of hate crime, as well as other crime types. They are able to refer victims to specialist services for particular demographics such as Umbrella Cymru for LGBTQ+ victims, as well as to Victim Support for general help and advice.

The Operation Hampshire scrutiny process involves hate crimes affecting officers as well as injuries sustained in the course of duty. Through this process, the data on hate crimes against officers on duty is broken down by demographics data, which allows the force to see whether there are any patterns among particular groups or force areas and to target wellbeing support to those areas if concerns are identified.

The EDI team regularly engage with community groups and provide information on how to report hate crime to police or independent organisations such as Victim Support and specific support aimed at particular demographics.

Accessibility



In order to provide accessible services to report crime or give a statement to police, Gwent Police use Sign Live and the WITS services for translation/interpretation into other languages, including British Sign Language. Braille notices are available in custody, and the EDI team have produced and shared accessible language booklets for use in custody by those with learning disabilities.

Prayer rooms/quiet contemplation rooms are provided in custody and force buildings for the use of both staff and the public.

Most (but not all) Gwent Police buildings are wheelchair accessible on all floors (however some older buildings, such as Pontypool, are not accessible on the upper floors and are in need of refurbishment to enable disabled staff to work alongside their peers).

Gwent Police HQ has single lockable toilet cubicles and shower facilities, providing gender neutral facilities for all officers and staff. A programme of refurbishment is underway to provide similar facilities in other buildings, providing dignity for transgender and non-binary colleagues and the public.

Tackling disproportionality in the use of coercive powers

As of April 2025, the overall race disproportionality rate (RDR) for use of force was 1.5, meaning that people from minority ethnic heritage backgrounds are 1.5x more likely to have force used against them than White British people.

However, when split by ethnicity, the RDR was as follows:

- Asian: 1.4
- Black: 4.5
- Mixed: 1.5
- Other and White minority: 1.0

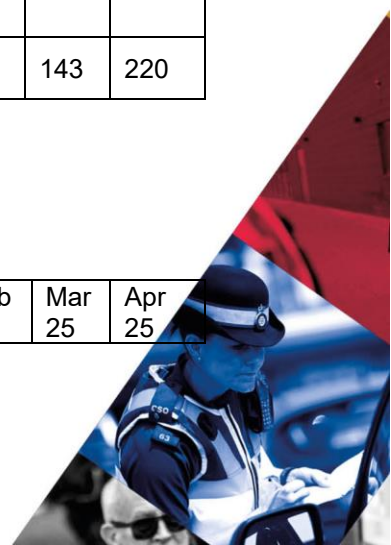
The tables below show the data for use of force, broken down by ethnicity, for a) subject-defined ethnicity and b) officer-perceived ethnicity.

Subjects by self-defined ethnicity, May 2024-April 2025

	May 24	Jun 24	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25
Asian	15	6	10	11	9	9	7	3	7	6	7	10
Black	14	11	7	6	7	7	10	12	11	5	1	9
Mixed ethnicity	1	4	9	4	4	4	4	5	3	4	6	6
Other and White minority	10	17	17	9	14	9	8	7	4	8	3	9
White British	292	277	289	292	245	272	227	206	207	170	178	234
Not recorded	181	187	205	167	164	152	170	176	143	137	143	220

Subjects by officer-perceived ethnicity, May 2024-April 2025

	May 24	Jun 24	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25
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Asian/Asian British	20	13	14	23	16	12	11	6	11	18	11	25
Black/Black British	23	20	19	11	15	15	11	16	14	9	11	16
Chinese	0	0	1	0	0	2	0	1	0	1	0	0
Mixed	10	8	12	7	6	14	4	11	9	10	6	14
Other	5	7	11	3	4	1	5	4	3	7	2	3
White	453	453	478	445	402	411	394	370	338	285	306	429
Not recorded	2	1	2	0	0	0	1	1	0	0	2	0

For stop and search, the overall RDR for the final quarter of 2024-25 was also 1.5.

Scrutiny panels for stop and search and use of force, including members of our IAG as panellists, are held quarterly in conjunction with the Office of the Police and Crime Commissioner. These panels ensure we hear from our diverse community in scrutinising our data and reviewing our use of coercive powers, which we can see from the data still has a disproportionate impact on people from minority ethnic heritage.

Independent Advisory Group

Our IAG members represent diversity across the protected characteristics and different demographics within Gwent, including race, disability, sexual orientation, and religion/belief. The IAG meets quarterly and provides an important “critical friend” voice to the force in our decision-making, scrutiny of coercive powers, ethics, vetting, and policy consultations as part of the Equality Impact Assessment process.

We recognised that our IAG is not representative of young people – our current youngest members are in their 30s – so we have set up our first Youth IAG with partner organisation Leaders Unlocked. This will start in October 2025 and provide an exciting opportunity for young people aged 14-25 to share their views and experiences with Gwent Police and get involved in scrutiny of our work.

Community engagement and celebrating inclusion

During 2024/25 the EDI team led engagement with communities across different protected characteristics and communities in Gwent, to improve trust and confidence between diverse communities and Gwent Police, and to contribute to wider efforts to improve cohesion between different communities in Gwent. Communities were also invited to share their lived experiences with Gwent Police officers and staff, contribute to scrutiny work.

Some highlights of community engagement activities are noted below:

- **Age:** Members from the Age Alive group, made up of predominantly women from ethnic minority communities, came into Gwent Police HQ to present stories of their lived experiences and learn more about the work Gwent Police do. They toured the Force Control Centre and met senior officers as well as contributing their stories to a display as part of our Windrush celebrations.
- **Disability:** The EDI team delivered presentations on hate crime and keeping safe to One Life Autism support group and Cefn Carnau mental health unit.
- **Gender reassignment and sexual orientation:** The EDI team, PCSOs and cadets provided a welcoming presence, engagement materials and keeping safe information at Prides across Gwent and joined LGBTQ+ network colleagues in Pride Cymru’s parade to celebrate LGBTQ+ inclusion.

- Race: The EDI team and senior officers attended Windrush and Black History Month celebrations in Newport and Torfaen. We also welcomed a youth group from the Kerala community into Gwent Police HQ and introduced the young people to the different teams within Gwent Police.
- Religion/belief: Gwent Police attended Iftar events (the breaking of the daily fast) during Ramadan at mosques throughout Gwent, and at Rodney Parade with the Newport Muslim community. Gwent Police officers and staff also attended the annual Christmas carol service at Llandaff Cathedral and Interfaith Week celebrations in Cardiff with colleagues from South Wales Police.
- Sex: The EDI team have developed a Women's Voices group for women, predominantly from ethnic minority communities, to discuss issues of importance to them with Gwent Police officers and staff. So far, discussions have included hate crime, stop and search, and communications with the public. This has provided a vital voice for women and girls who otherwise may not be heard and feel included with the work of Gwent Police.

As well as direct community engagement, Gwent Police use social media to highlight support for our diverse communities, for example sharing details of Pride, Ramadan and youth engagement activities on our local Facebook pages.

Gwent Police involve community representatives in discussions following disorder or community tensions, to make sure that voices are heard and communities have the information they need to keep safe. For example, although there were no riots in Gwent following the Southport murders last summer, there was significant concern from our communities of minority ethnic heritage and from asylum seeker and refugee backgrounds. Gwent Police held meetings with key representatives from these communities and provided factual information to try to combat misinformation and disinformation spread online.

To enhance this work, a force engagement strategy has been developed, and Gwent Police have signed up to a new messaging and engagement service provided by Visa V. This has the functionality to conduct instantaneous translations of force communications and for the public to sign up to messaging feeds of interest to them.

Public satisfaction

Gwent Police conduct a quarterly public satisfaction survey which can be broken down by ethnicity (currently, not by any other demographic). Data from quarter 4 of 2024/25 showed that:

- Asian people were the most likely to say they have trust in Gwent Police (74%), followed by Black people (69.4%) and White people (66.9%). However, those of mixed ethnicity were much less likely to say they trusted Gwent Police (48.3%).
- Black people were the most likely to say they felt complaints against Gwent Police were dealt with fairly (84.8%) and White people the least (43.4%)
- Black people were the most likely to say they had confidence in Gwent Police (84.8%) and White people the least (62.2%).

However, please note that the sample size was small, and there was a significant amount of "prefer not to say" answers when respondents were asked their ethnicity.



Progress made against Objective Three in 2024-25

Gwent Police's anti-racism plan has been refreshed to ensure that the updated Police Race Action Plan, Anti-Racist Wales action plan and Strategic Equality Plan objectives and actions are captured within it.

The Police Race Action Plan focusses on four areas: representation (culture and workforce), not over-policing (examining use of police powers in areas such as stop and search and use of force), involvement (community engagement) and protection from harm and victimisation (including hate crime).

The Criminal Justice anti-racism action plan for Wales focusses on seven areas for police and criminal justice partners to work on to achieve the overall aims of the Anti-racist Wales Action Plan:

- Challenge Racism
- Build an Ethnically Diverse Workforce
- Involve, Listen and Take Action
- Be Transparent, Accountable and Co-ordinated
- Educate the workforce
- Promote Fairness
- Focus on Prevention, Early Intervention and Rehabilitation

Gwent Police's Anti-Racism Plan ensures the actions from both these plans are collected in one place, organised under the four broad workstreams of the Police Race Action Plan, with pillar leads for each workstream.

In autumn 2025, all police forces will be carrying out an exercise to measure our progress on the Police Race Action Plan, and then to ask our Black communities to rate our progress also. This will provide a full and detailed report on Gwent Police's progress in delivering the Police Race Action Plan.

Gwent Police report our progress on the Criminal Justice anti-racism action plan for Wales quarterly.

Highlights of our progress across all protected characteristics, including specific work to tackle anti-racism, is summarised in this paper under each of the Strategic Equality Plan objectives of Workforce, Communities and Partnerships.

Colleagues from across Gwent Police, including in EDI, L&D, Positive Action and operational policing attend working groups to contribute to multi-agency working on areas linked to equality, diversity and inclusion. This includes, but is not limited to:

- Criminal Justice Services anti-racism action plan: working groups on Developing the Workforce and Community Engagement
- Protected Characteristics and Communities subgroup of Gwent VAWDASV strategy
- Local Criminal Justice Board reducing reoffending subgroup
- Welsh Government Hate Crime and Community Tensions Board



Membership of these groups is extremely beneficial and has led to Gwent Police participation in collaborative multi-agency events, training and development activities aimed at improving experiences for workforce or communities from diverse groups. For example:

- Attendance at hate crime conference run by Victim Support, where victims of all five strands of hate crime (disability, race, religion, sexual orientation and transgender identity) shared their lived experiences and policing colleagues discussed ways to improve our practice in tackling hate crime and ensuring victims feel and are safe from harm.
- Development of “train the trainer” inputs for learning and development teams carrying out anti-racism training within their workforces.
- Scrutiny of how well Gwent Police tackle education, early intervention and public protection in areas including hate crime and domestic abuse.
- Contribution to multi-agency Criminal Justice Services for Wales data dashboard to transparently share data on coercive powers with the public (currently under development).

The EDI team have delivered presentations on working with diverse communities to teams across the organisation, including to the Rape and Serious Sexual Offences team. This helps to ensure all areas of the organisation have the knowledge and information they need when working with victims and perpetrators from different communities, across all protected characteristics.

Gwent Police staff networks, the EDI team, subject matter leads and members of our Independent Advisory Group have attended national conferences to further improve understanding of issues facing colleagues and the public with different protected characteristics. In 2024/25 this included the National Black Police Association, national LGBT+ network, Disabled Police Association and Women of Colour in Policing conferences.

3. *MATERION I'W HYSTYRIED* | ISSUES FOR CONSIDERATION

Representative workforce

Compared to the 2021 census data for the population of Gwent, this means that Gwent Police are more representative of LGB+ people, slightly less representative of women, and less representative of people from minority ethnic heritage and disabled people. The Positive Action strategy focuses on women, disabled and neurodivergent people and people of ethnic heritage to reflect this.

Through discussions with staff networks and analysis of pay gap reporting, a need was identified for bespoke leadership programmes and support for women, ethnic minority people, and disabled people to reduce our gender and ethnicity pay gap. This is being developed by Positive Action along with the leadership training team.

Supporting wellbeing



The results of the Employee Opinion Survey showed that the lowest scoring areas overall were in the areas of work satisfaction, senior leadership, and service to the community. Each department has prepared an action plan to improve the experiences for their employees, focussing on the lowest three positive scoring areas in their department's survey results.

The data from the Employee Opinion Survey showed that there were some demographic differences:

- Females scored broadly similar to males, except in the areas of senior leadership (68% positive rating from females compared to 59% for males) and service to the community (61% positive vs 55%).
- Employees aged 41 and above scored more positively than employees aged 40 or below (89% of over-55s and 86% of employees aged 41-55 scored positively in the area of experience at work compared to 76% of those aged 40 or below).
- Non-disabled people scored broadly similar to disabled people, except in the area of organisational culture (73% positive vs 67% positive).
- Neurotypical people scored higher than neurodivergent people in all areas
- Heterosexual people scored broadly similar to gay and lesbian people except in the area of senior leadership (65% positive score compared to 55%). Bisexual people also scored broadly similar to gay, lesbian and heterosexual people, except in the area of organisational culture (64% positive compared to 70% for gay and lesbian people and 73% for heterosexual people).
- The data for people of ethnic heritage and for transgender people was too small to be separately recorded on the survey demographics dashboard.

Staff network leads have identified a need for senior “champions” for each network, or for staff networks in general, to give a structure for raising concerns with senior leadership and holding the organisation to account outside of the formal governance structure. Discussions are underway to identify the most appropriate person(s) to carry out this vital role. Additionally with regard to staff networks, there is currently no age network, to support officers and staff of all ages with issues affecting them in the workplace.

There is a need to reinvigorate the Chaplaincy service – ensuring officers and staff know who the chaplains are, how to contact them, and how they can help. Currently the chaplains have been under-utilised. The EDI team, Wellbeing team and Police Support Volunteers teams are working together to create an improved Chaplaincy offer for the organisation.

In 2024/25, the most common reasons for officer and staff sickness were:

- Mental Health (37.07%).
- Musculo-Skeletal (25.79%).
- Cardiac, Circulatory or Metabolic (10.94%).

There is a sickness working group in place to reduce sickness across the board and ensure that officers and staff can be appropriately supported in terms of physical and mental wellbeing.

Cultural competence



EIA training for the workforce is planned for July 2025 to improve the quality of Equality Impact Assessments. Currently, the EDI manager and Welsh lead have to review all EIAs, and EIAs are of variable quality, which has a negative impact on colleagues' workload as well as potentially leading to not identifying the impact of policies on protected characteristics.

There is a need for an EDI learning strategy: No Boundaries training has now come to an end and there is a need to continually keep the workforce up to date on EDI topics in order to ensure that all officers and staff are equipped with the knowledge and skills they need to work inclusively with colleagues and communities. This will be planned as a pyramid approach, where general EDI training is provided to all the workforce, with more specific and bespoke training for particular roles/departments and for senior leaders. EDI and hate crimes training for the workforce is scheduled for January 2026 as part of the force training day schedule for officers, as part of the first level of this pyramid.

Training on microaggressions for the workforce, especially for HR and for officers and PCSOs outside of the HQ environment, is planned from July 2025. This follows feedback by staff networks that microaggressions (discriminatory words and actions which may be seen as minor by some but are nevertheless impactful) are affecting their members and causing some officers and staff to feel isolated or to experience unfair treatment in the workplace.

Celebrating EDI

Discussions with staff networks have identified the need to develop EDI activities outside of HQ so that EDI is seen as a "golden thread" running throughout the organisation and so all officers and staff have the opportunity to engage in activities and training to improve their knowledge of diversity and inclusion. This will be addressed by the EDI learning strategy currently under development.

Hate crime

There is a need for more HCSOs to be recruited and trained, and a decision on this role will be made via a policy paper currently under development by the Chief Inspector in charge of hate crime.

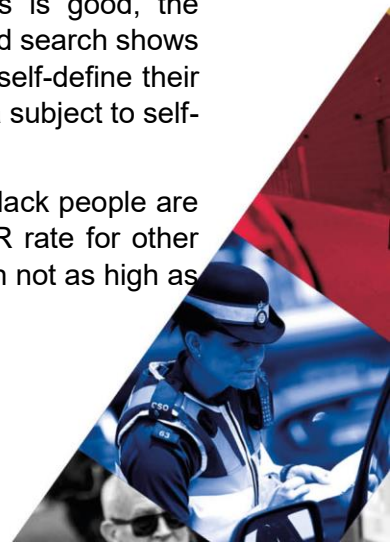
Accessibility

Not all buildings are fully wheelchair accessible, which affects officers, staff, and the public. Currently, staff in some buildings have to work from home or on lower floors, which can isolate them from colleagues. This will require a process of refurbishment.

Tackling disproportionality

Although the data for officer-defined ethnicity on coercive powers is good, the recording of protected characteristics data for use of force and stop and search shows a high number of unrecorded responses when subjects are asked to self-define their ethnicity. Work is ongoing to improve officer confidence when asking a subject to self-define their ethnicity.

The RDR rate data for use of force and stop and search found that Black people are disproportionately impacted by the use of coercive powers. The RDR rate for other minority ethnicities is still higher than for White British people, although not as high as



for Black people. Therefore, more work is needed to explain or reduce disproportionality for all minority ethnicities, especially Black people.

In addition, Gwent Police needs to be better at understanding the experiences of people from minority ethnic heritage with regard to coercive powers, especially young Black men who are the most disproportionately impacted. Gwent Police's [latest PEEL inspection report](#) found that scrutiny panels need to be more reflective of our communities, especially those most impacted by coercive powers.

Community engagement

Following the Southport murders and racist riots which spread nationwide after this incident, high levels of concern among sections of our communities caused by the spread of misinformation showed there is a need to improve our messaging at times of crisis. Misinformation, and Gwent Police's lack of ability to produce instantaneous communications in a variety of languages, was especially impactful for those with a first language other than English or Welsh. The Visa V engagement tool will be able to provide translations when this is rolled out, as well as allowing residents to sign up to mailing lists of interest to them.

Public satisfaction

Given the disparity in results between different ethnicities in the public trust and confidence survey, it is important to explore this area more. It would also be advantageous to be able to explore trust and confidence across other demographics, for example sex and disability.

Data collection

As already discussed, improvements need to be made to collection of data on protected characteristics, so that Gwent Police can accurately measure and address disproportionality in areas of multi-agency working, including:

- Coercive powers.
- Hate crime.
- VAWDASV.
- Restorative justice, liaison and diversion, and preventative working.

EDI needs to be embedded more widely as a "golden thread" throughout Gwent Police. Bespoke training for departments, such as the example of the EDI training to the RASSO team described above, will provide a sound basis for this, and will be developed within the EDI learning strategy.

4. CYDWEITHIO | COLLABORATION

4.1 Collaboration is essential to progressing on the Strategic Equality Plan. Progress on the Strategic Equality Plan is governed as part of the Legitimacy meeting, chaired by the Chief Superintendent who leads the Continuous Improvement team. Actions are then delegated to appropriate owners across the three pillars of Gwent Police – neighbourhood, response and crime – as well as central functions including HR and EDI.

This ensures that the whole organisation work together to achieve EDI objectives, bringing in external partners and stakeholders where needed to benefit community cohesion and drive improvements in operational policing. Examples of this include:



- Scrutiny: meetings to scrutinise Gwent Police use of stop and search and use of force, and to review hate crime investigations, are held quarterly and involve officers and staff from operational and EDI roles within Gwent Police, colleagues in the Office of the Police and Crime Commissioner, and external stakeholders such as IAG members
- Equality Impact Assessments: EIA completion is a collaborative process involving consultation between the policy owner and key stakeholders, such as staff network leads and the EDI team, in advance of any new policy or procedure, to ensure that this meets the Public Sector Equality Duty aims
- Youth IAG: This year, Gwent Police have collaborated with partners externally, working with Leaders Unlocked to deliver the first Youth IAG.

5. CAMAU NESAF | NEXT STEPS

None to note.

6. YSTYRIAETHAU ARIANNOL | FINANCIAL CONSIDERATIONS

Activities under the 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.

7. YSTYRIAETHAU PERSONEL | PERSONNEL CONSIDERATIONS

The proposed actions under the 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 fulfil the aims and objectives of the Strategic Equality Plan, however this will be kept under review during the lifetime of the Plan.

8. YSTYRIAETHAU CYFREITHIOL | LEGAL CONSIDERATIONS

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



9. YSTYRIAETHAU CYDRADDOLDEB A HAWLIAU DYNOL | 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.

10. RISG | RISK

Areas for improvement are noted above and if not addressed, could pose a risk to public trust and confidence in Gwent Police.

Progress against actions is measured in the quarterly Legitimacy meeting, which then feeds into the Culture board as part of the Governance structure.

11. BUDD Y CYHOEDD | PUBLIC INTEREST

11.1 In producing this report, has consideration been given to 'public confidence'? **Yes**

11.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**

11.3 If you consider this report to be exempt from the public domain, please state the reasons: **N/A**

11.4 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.**

12. AWDUR YR ADRODDIAD | REPORT AUTHOR

12.1 Harry Petty (Strategic EDI Manager)

13. PRIF SWYDDOG ARWEINIOL | LEAD CHIEF OFFICER

13.1 ACC McLain

14. ATODIADAU | ANNEXES

14.1 None



15. CYMERADWYAETH LLYWODRAETHU A BRIF SWYDDOG | GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL

15.1 This report has been presented to the following oversight board: **Culture Board**

Meeting chaired by: **ACC McLain**

Meeting date: **22/07/2025**

Actions or amendments arising from meeting: **N/A**

This report has been presented to the **Scrutiny Executive Board**.

Meeting chaired by: **DCC Nicola Brain**

Meeting date: **5 August 2025**

Actions or amendments arising from meeting: ***Amend to include activities on the Positive Action and Police Race Action plans. Actioned by HP on 12 August 2025.***

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

15.3 I confirm this report is suitable for the public domain for the reasons stated in 11.3.

Llofnod | Signature:



Dyddiad | Date: **14 August 2025**

