

Mae'r ddogfen hon ar gael yn Gymraeg



**HEDDLU
GWENT
POLICE**

GWENT POLICE

STRATEGIC EQUALITY PLAN

2024 | 2028



A NOTE ON TERMINOLOGY:

In this plan, we use the term “people of ethnic heritage” to mean anyone who does not identify as White. This is the term advised by the National Police Chiefs Council to replace the previously used phrase “Black, Asian or Minority Ethnic” (sometimes shortened to “BAME”).

This term allows us to discuss issues which are commonly experienced by many people who are not White, or to discuss our data in broad terms, such as how many of our workforce are people of ethnic heritage. However, we recognise that people from different ethnicities have different experiences, and that we are all individuals with varying views and experiences of policing regardless of our ethnicity.

Therefore, where there are specific differences between people’s experiences based on ethnicity, we have tried to specify the ethnicity affected where possible.

The term “Disability” is used throughout to mean the definition under the Equality Act, which includes neurodiversity. However, we recognise that not all neurodivergent people will identify as disabled.



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THE ROLES OF GWENT POLICE AND THE POLICE AND CRIME COMMISSIONER

INTRODUCTION

Welcome to the third Gwent Strategic Equality Plan (SEP), for 2024-2028.

Since the last SEP was published in 2020, the topic of discrimination has been at the forefront of discussions in the news, in our diverse communities, and in policing. The culture of our police forces, the powers that we have to stop and search people or to use force, and the way our officers use these powers, have all been under more scrutiny than perhaps ever before.

We can probably all think of examples of where policing has got it wrong: the murder of Sarah Everard by a serving police officer three years ago shows what can happen when sexism is allowed to go unchallenged and warning signs of behaviour are not acted on.

We also know that powers such as stop and search still disproportionately affect our Black communities, and that our workforces do not always reflect the diverse communities we police. And, in a time of austerity and cuts, being able to be visible out on the streets and respond to the public in a timely and efficient way, can be challenging. As a result, we know that there has been a loss of trust and confidence in policing, especially from women and from people of ethnic heritage.

But we do not want this to be the legacy of policing in the UK. We know that the vast majority of officers and staff are hard-working, caring, good people who join policing to support the most vulnerable and help make our society safer. We want to get the culture of policing right so that they can do this: we want to bring the right people into Gwent Police, to develop their skills to police our diverse communities with fairness and in a way that builds trust, and to be confident in challenging discrimination. We want our officers and staff to be able to be themselves in work, with their ethnicity, gender, religion, and any other form of diversity not just accepted but welcomed. Focussing on our workforce wellbeing for all colleagues, as well as tailored support for officers and staff from minority groups, is absolutely key here.

We want to get the systems and processes that underpin policing right too: ensuring that we remain true to the ethos of policing by consent, and committing to being able to explain with evidence, or reforming our practices, when we see disproportionality in areas such as stop and search which have historically affected our minority communities worse than others.

Above all, we want to build trust and confidence in Gwent Police. We want all communities to have a positive experience whenever they engage with our officers and staff, whether that's reporting a crime, meeting our officers out on patrol in town centres, or reading about our work in the media.

We are committed to several actions plans to improve police culture, tackling disproportionality and combat discrimination. This SEP supports the work of those plans, as well as our culture strategy, mission statement and values, by setting out our aims and objectives, key commitments and vision of success, in the area of Equality, Diversity and Inclusion.

We would like to thank the public, our partners and our officers and staff who have contributed to the development of this Plan and we look forward to seeing the difference we make as we deliver our shared goals.



A handwritten signature in black ink that reads "P. C. Kelly". The signature is written in a cursive, flowing style.

PAM KELLY
CHIEF CONSTABLE | GWENT POLICE



ABOUT THIS PLAN

This Strategic Equality Plan (SEP) sets out:

- **what** Gwent Police's aims and objectives are in terms of Equality, Diversity and Inclusion
- **why** we have these aspirations
- **how** we will achieve them (in broad terms)

THE SEP WILL BE COMPLEMENTED BY THE STRATEGIC EQUALITY DELIVERY PLAN, WHICH WILL SET OUT THE DETAILED ACTIONS, MEASURABLE OUTCOMES AND TIMESCALES TO ACHIEVE OUR AIMS.

Previously, Gwent Police and the Office of the Police and Crime Commissioner (OPCC) produced a Joint Strategic Equality Plan. However, this year we have decided that each organisation will write and deliver their own SEP. This is because although we share many of the same values and commitments to achieving equality, embracing diversity and welcoming inclusion, we do have different organisational roles and responsibilities.

[You can read the OPCC's plan here.](#)

The SEP complements and allows Gwent Police to organise its actions under the legislation that covers Equality, Diversity and Inclusion (EDI) in the UK and in Wales specifically; UK- and Wales-wide government strategies promoting EDI; national policing plans on EDI; and Gwent and the OPCC's own policies and plans. These include:

- The Equality Act (2010), Public Sector Equality Duty and Welsh Language Standards
- Welsh Government EDI strategies and plans
- National policing EDI strategies and plans
- Police Code of Ethics
- Gwent Police Vision and Values
- Gwent Police Culture Strategy
- Gwent Police Anti Racism Plan
- OPCC Policing and Crime Plan

Summaries of these laws, policies and strategies can be found in Appendix 1.



WHO THIS PLAN IS FOR

OUR STAFF

We will encourage prospective officers and staff from diverse communities to join Gwent Police – and to stay and develop their careers with us – because a more diverse organisation brings valuable different perspectives to policing and enables us to better represent the communities of Gwent. We believe our workforce should be treated fairly and valued for being themselves. We will educate and support our workforce to learn about others' perspectives and life experiences. We will develop cohesion and collaboration across the organisation, enabling us to work effectively to understand and meet our communities' differing needs. We aspire for all officers and staff, at all ranks, to embody the values held by Gwent Police, for deliberate misconduct to be robustly dealt with, and to learn from mistakes and improve our practice as a result.

OUR LEADERS

We ask our leaders to act as role models to enable Gwent Police to become the inclusive organisation it aspires to be. We want to develop leaders to be allies, committing to supporting inclusive culture, progressing their cultural knowledge and using their influence to hold others and the organisation as a whole to account when lessons need to be learned.

OUR COMMUNITIES

We want our communities, fundamentally, to trust us. We aim for communities to see the evidence that Gwent Police are acting on areas where there have historically, and in some cases currently, been areas of disproportionality and unfair treatment. We aspire for communities to know that Gwent Police respects all of our communities, treats them fairly, and engages with them regularly. Our goal is for all communities to feel safer, and to feel confident that should they have to call 999 or 101, the response they receive is one that leaves a positive impact.

OUR PARTNERS

We want our partners – in policing, in the public sector, in the third sector and in businesses – to clearly understand the kind of organisation we aspire to be. We will work with partners to understand our respective responsibilities under joint plans and policies. We will develop processes so that our stakeholders can scrutinise our data and hold us to account. We aim to promote collaboration within policing, and across different sectors, to improve outcomes for people from different groups, and cohesion between our diverse communities.

OUR VISION

ORGANISATION

- Representative
- Culturally competent
- Anti-discrimination

COMMUNITY

- Feeling safe
- Trusting us
- Feeling engaged with us

PARTNERSHIPS

- National policing and government plans
- Improving policing practice
- Preventative working and collaboration with other sectors

TRAUMA INFORMED – INTERSECTIONAL – POLICING BY CONSENT – VALUES – WELSH LANGUAGE

EDI will be the “golden thread” running through all our work.

Our **organisation** aims to be:

- Representative
- Culturally competent
- Anti-racist, anti-misogynist and to challenge discrimination in all its forms

We want our **communities** to:

- Feel safe
- Trust us
- Feel engaged with us

We will work with our **partners**:

- On national anti-discrimination policies and strategies
- Within policing, to understand and apply lessons from data and discussions, about our communities, our workforce and tackling crime
- Across other sectors including councils, healthcare and schools, to help prevent crime and improve community cohesion.

Underpinning this all, will be our commitment to act in an intersectional and trauma-informed¹ way, policing by consent, proud to offer services in Welsh, and acting in accordance with the police Code of Ethics and Gwent Police’s own values.

¹ You can read more about intersectionality and trauma-informed approaches in Appendix 3

WHY WE NEED THIS PLAN

THE NATIONAL PICTURE: POLICING CULTURE, DISPROPORTIONALITY, LACK OF TRUST.

Since the previous version of the Joint Strategic Equality Plan was published in 2020, there has been a growing awareness of the impact of systemic inequality and what can happen when discrimination is not challenged within society and within policing.

In 2020, a Black man, George Floyd was murdered by a police officer in America. In the UK, policing has been rocked by the behaviour of some police officers and staff towards the public and to their own colleagues, particularly towards women and people of ethnic heritage. Some examples include:

- In the Metropolitan Police – the sharing of crime scene photographs of two murdered Black women, Nicole Smallman and Bibaa Henry
- In various forces – homophobic, sexist, racist and ableist WhatsApp messages sent between police officers
- In Gwent police – sexist misconduct which occurred on a work night out.

Baroness Casey was asked to examine the culture of the Metropolitan Police, and while her [review](#)² focusses on that police force, her suggestions for improvement in policing culture can be applied in Gwent too.

Nationally, there is continuing disproportionality in policing powers such as stop and search, and use of force; and historical and more recent experiences of diverse communities, especially of Black people, with over-policing and under-protection. Even in areas where there is lower disproportionality, such as Gwent, this can lead to perceptions of inequality and racism.

- In 2022/23, when compared to White people, Black people are 4.1 times and Asian people are 1.4 times more likely nationally to be [stopped and searched](#)³.
- In 2022/23, nationally (excluding the Metropolitan Police) police officers used force against Black people 3.3 times more often than against White people. Asian people were less likely than White people to have [force](#) used against them⁴.
- Research on Taser use showed higher usage against Black people, especially when this was considered alongside other factors such as mental health (see above link for the data on this area)
- Black children are more likely to be [adultified](#)⁵ – treated as an adult, rather than as

² The Baroness Casey Review | Metropolitan Police

³ Police powers and procedures: Stop and search and arrests, England and Wales, year ending 31 March 2023 – GOV.UK (www.gov.uk)

⁴ Police use of force statistics, England and Wales: April 2022 to March 2023 – GOV.UK (www.gov.uk)

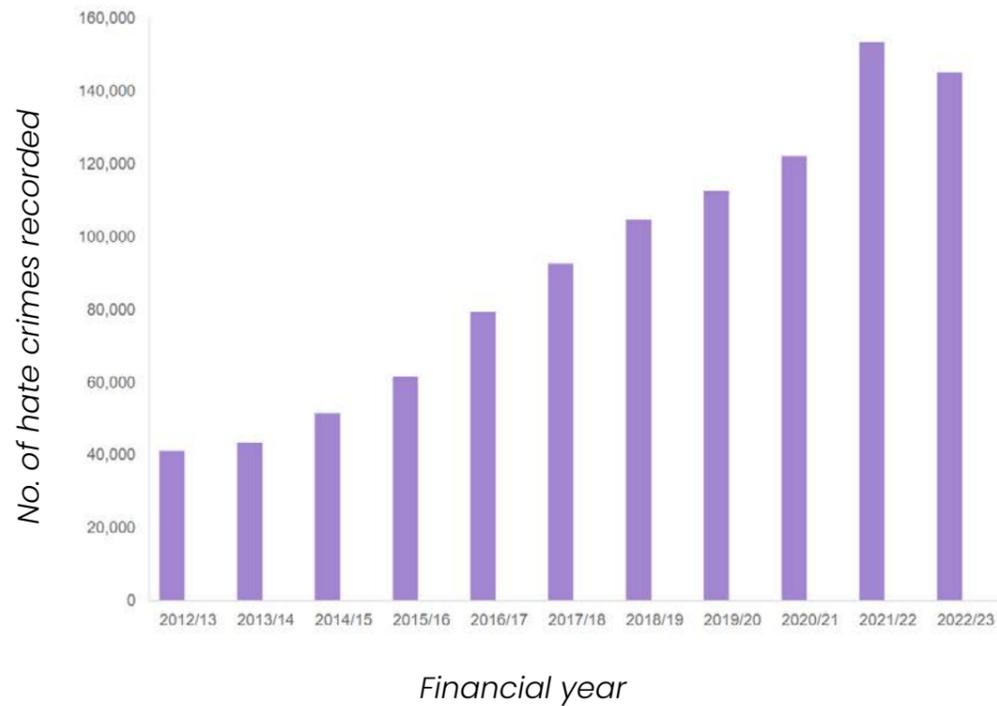
⁵ Adultification bias within child protection and safeguarding (justiceinspectorates.gov.uk)

a child – than White children. The experience of [Child Q](#), a young Black girl who was stopped and searched in school while on her period, is an example of this.

- There is evidence to suggest Black children may be less likely than White children to be treated as high-risk [missing people](#)⁶.

Disproportionality in the use of police powers and more recent police culture discussions have contributed to a [fall in public confidence](#) in the police, especially among Black people, women and LGBTQ+ people⁷.

In the period since 2020, when the last JSEP was published, there has also been a national rise in reported hate crimes, as the graph below illustrates⁸. It is important to note that the rise in reported hate crimes may mean that the numbers of hate crimes have increased, but may also indicate that some communities have developed greater confidence to report hate crimes. However, research suggests that disabled people and LGBT+ people may not always report hate crimes, because of barriers such as fear that they will not be believed, or lack of accessibility⁹.



These points show the key issues facing policing in 2023 when we consider equality, diversity and inclusion: lower public trust in the police, exemplified by conversations around police culture; public safety and the impact of crimes, especially on minoritised groups; and the continued disproportionality in use of policing powers faced by minoritised groups.

⁶ Missing black people: Study into 'pattern of discrimination' being carried out - BBC News
⁷ Public perceptions of policing: A review of research and literature (www.gov.uk) and Trust in the police - POST (parliament.uk)
⁸ Hate crime, England and Wales, 2022 to 2023 second edition (www.gov.uk)
⁹ See for example, Literature review - v (mertoncil.org.uk) and HCR0029 - Evidence on Hate crime and its violent consequences (parliament.uk)



THE PICTURE IN GWENT

GWENT'S POPULATION

Total population¹⁰ | 587,686

ETHNICITY

White British/English/Welsh | 537,030 – 91.40%

Ethnic heritage¹¹ | 34,100 – 5.8%

White Other¹² | 16,556 – 2.8%

RELIGION/BELIEF

RELIGION	NUMBER	PERCENTAGE
No religion	292,688	49.8%
Christian	240,254	40.8%
Religion (not stated)	34,191	5.8%
Muslim	12,959	2.2%
Other religion: Pagan	1760	0.3%
Hindu	1,540	0.26%
Buddhist	1,519	0.25%
Sikh	897	0.15%

LGBTQ+

On average, 2.1% of people aged 16 and over in Gwent are lesbian, gay, bisexual, or describe their sexual orientation other than heterosexual (straight).

SEX

Across Gwent, 51% of the population is female and 49% is male.

DISABILITY

On average, 22% of people in Gwent define themselves as having a disability under the

¹⁰ All statistics taken from Office for National Statistics, 2021 Census data [Census - Office for National Statistics (ons.gov.uk)]
¹¹ Includes: Asian, Black, Chinese, Mixed, Arab, Any Other Ethnic Group
¹² White Irish, White Gypsy or Irish Traveller, White Roma, White Other

definition in the Equality Act 2010 .

SOCIO-ECONOMIC DEPRIVATION

On average, 60% of Gwent is deprived in at least one area (education, employment, health or housing).

WELSH LANGUAGE

On average, 10% of people in Gwent can speak, read or write Welsh .

GWENT POLICE

The table below shows how Gwent Police compares to the population of Gwent:

	Sex	Ethnicity	LGBTQ+	Disability	Welsh ability
Gwent population	<ul style="list-style-type: none"> 51% female 49% male 	<ul style="list-style-type: none"> 91.4% White British 5.8% Ethnic heritage 2.8 White Other 	2.1%	22%	10%
Gwent Police¹³	<ul style="list-style-type: none"> 48% female 52% male 	<ul style="list-style-type: none"> 92.69% White British 3.44% Ethnic Heritage 3.87% prefer not to say 	6.1%	6.5%	97.27% at level one or above

Compared to the police forces of England and Wales as a whole, our workforce representation of people of ethnic heritage and disabled people is lower, and our representation of women (when officers and staff are considered together), White British and LGBTQ+ people is higher.

However, when comparing against the national picture, it's important to consider that the demographic make-up of Gwent is different from the UK as a whole: for example, in Gwent 5.8% of the population are of Black, Asian, Mixed or Other ethnic heritage, while nationally this figure is 18%.

Also, it is to some extent expected that there are fewer disabled people in Gwent Police than in the civilian population, because certain roles are subject to passing physical tests.

¹³ Workforce diversity | Police.uk (www.police.uk) and internal statistics correct as of 31/1/24

OUR PROGRESS ON ADDRESSING DISPROPORTIONALITY

The new Strategic Equality Plan 2024-28 picks up from where the previous plan ended. It recognises and addresses these new priorities, while continuing to deal with the issues that remain with us.

Our Equality Annual Reports help to review and provide an understanding of where we were at the end of the previous Plan and its objectives. They also provide an overview of what went well during the last four years, what did not go well, some highlights of our achievements and recommendations for future plans that have been incorporated into the creation of our new Plan.

Our Joint Strategic Equality Plan annual report was last published online here:

[Strategic Equality Plan Annual Report 2021/22 \(pcc.police.uk\)](https://www.pcc.police.uk/strategic-equality-plan-annual-report-2021-22)

The 2022/23 report was shared internally¹⁴.

STOP AND SEARCH¹⁵:

- There were 2656 person and vehicle stops in 2022/23 in Gwent
- You are most likely to be stopped and searched by police if you are aged between 18 and 25 (34% of people stopped were in this age range)
- You are mostly likely to be stopped and searched by police if you are White British (71% of people stopped were White British)
- 13.5% of people stopped were of ethnic heritage. The ethnic heritage population of Gwent is 5.8%
- The overall Race Disproportionately Rate (RDR) was 2.0, meaning the ethnic heritage population in Gwent were twice as likely to be stopped than the White British population.
- The lowest Race Disproportionality Rate (RDR) was in Newport Central – the most ethnically diverse area –while the RDR in less ethnically diverse areas was higher. This may demonstrate the effect that different population sizes can have on proportionality data: the less diverse an area is, the more one stop can affect the ratios.

USE OF FORCE:

- In 2023-23, of the 4755 subjects who had force used against them in, 88.5% of subjects were identified as White and 9.4% were identified as from an ethnic heritage group. The ethnicity of the remaining 2.1% was unknown or unrecorded.¹⁶
- In 2022/23 the most used tactic across each of the ethnic groups was Compliant Handcuffing (this means handcuffing someone who is not fighting against the officer)
- Of 437 uses of Taser (this includes “red-dotting”, pointing the Taser or firing the Taser) 85% were on White people, 5% were on Black people, 4% on Asian people, 0% on Chinese people, 2% on Mixed race people, 1% on people identified as “other” and 3% where the ethnicity is unknown. This equates to 85% of Taser use being on White people, and 12% on people of ethnic heritage.

¹⁴ https://www.gwent.pcc.police.uk/media/nipdixgz/opcc-equality-annual-report-2021_22-eng.pdf

¹⁵ [annual-stop-search-and-use-of-force-report-2022-2023.pdf \(gwent.police.uk\)](https://www.gwent.pcc.police.uk/media/nipdixgz/annual-stop-search-and-use-of-force-report-2022-2023.pdf)

¹⁶ Please note that use of force data is based on officer-perceived ethnicity whereas stop and search is recorded by the subject-defined ethnicity

- This suggests that people of ethnic heritage are proportionally more likely to have force used against them than White British people.

We have worked hard to improve our data recording for areas including stop and search and use of force, but we know that there is still room for improvement to make sure that demographics data is recorded by our officers. This will allow us to measure the proportionality of use of powers across all protected characteristics.

ADDRESSING VULNERABILITY

HATE CRIMES

A total of 1,409 hate crime offences were recorded in Gwent during 2023. This represents an overall reduction of 4.4% (65 fewer offences) when compared to the previous year¹⁷. These hate crimes were categorised as follows:

HATE CRIME STRAND	NUMBER
Disability	287
Race	837
Religion	45
Sexual orientation	211
Transgender identity	60

COMMUNITY CONFIDENCE

As of autumn 2023¹⁸

- 63% of people in Gwent stated they strongly agree or agree that they have confidence in the police in their area
- This was highest in Monmouthshire (68%) and lowest in Blaenau Gwent (50%)
- 63% of White people overall agreed that they have confidence in the police in their area, compared to 61% of people of ethnic heritage.

LEGISLATION AND POLICY CONTEXT

There are UK and Wales-wide laws which as a public body, we must comply with:

- [Equality Act](#)
- [Public Sector Equality Duty](#)
- [Socio-economic duty](#)
- [Wellbeing of Future Generations Act](#)

There are also Welsh Government plans on a range of EDI related topics which we also have obligations towards:

- [Welsh government plan for an anti-racist Wales](#)
- [Welsh government strategy for tackling violence against women and girls, domestic abuse and sexual violence \(VAWDASV\)](#)
- [Welsh government LGBTQ+ action plan](#)

- [Youth Justice and Female Offending blueprints for Wales](#)
- [Criminal Justice anti-racism action plan](#)
- [Welsh government plan for disabled people](#)

Finally, police forces across England Wales have agreed priorities under various EDI-related action plans, set out by the College of Policing and National Police Chiefs Council:

- [Police Race Action Plan](#)
- [Policing Visions 2025](#) and [2030](#)
- [VAWG DASV national framework for delivery](#)

GWENT POLICE VALUES, VISION AND CULTURE

Gwent Police have our own force values:

- Be compassionate
- Be courageous
- Be proud
- Be positive
- Keep learning

We have a **vision: to be an outstanding police service trusted by our communities.**

We achieve this by having:

An outstanding workforce: Equipping our staff with the right skills and professional development, embedding an ethical culture, professionalising our service, encouraging decision-making and risk-taking.

An exceptional service: Delivering operational excellence, providing value for every pound spent, reducing bureaucracy, encouraging creativity, caring for victims.

Confident communities: Engaging with all our communities, treating people justly, keeping everyone safe, being transparent about our actions.

Gwent Police leadership has recently developed a culture strategy which further sets out the values Gwent Police wish to embody. These are to be:

- An inclusive workplace where everyone feels valued.
- Fair, trusting, and ethical leadership
- Communities with confidence in our service

Finally, all police officers and staff are expected to abide by the [Code of Ethics](#)¹⁹. The new Code of Ethics states that police officers and staff will do the right things, in the right way, for the right reasons, following the principles of:

- Courage
- Respect and empathy
- Public service

¹⁷ Data obtained via Gwent Police reporting systems, February 2024

¹⁸ Taken from Strategy Performance Board, Quarter 2 23/24

¹⁹ [Code of Ethics | College of Policing](#)

CULTURAL COMPETENCE

- All staff complete a compulsory e-learning module on the Equality Act 2010 as part of their required learning.
- All new officers have an input on Equality, Diversity and Inclusion as part of their initial training.
- Just over 1500 Gwent Police officers and staff have attended training sessions run by No Boundaries on anti-racism and cultural competence
- Gwent Police have run the Step Up, Step In and Set the Tone campaign, encouraging everyone to do their bit to tackle misogyny.
- Gwent Police have a number of networks who provide support for staff and officers from minoritised groups.

WELSH LANGUAGE STANDARDS

Welsh language is treated as an additional protected characteristic in Wales, and Gwent Police are very proud of the progress we have made so far in increasing the number of officers and staff who can communicate in Welsh. The opportunity for our community to communicate with us in the language of their choice, is a key part of equality in Wales.

Under their respective Welsh Language Standards, the Commissioner and Chief Constable have set out a joint commitment to working towards delivering a bilingual policing service for the communities of Gwent. The Joint Welsh Language Strategy contains key pledges, to:

- Engage effectively with Welsh speakers in order to shape the service we provide
- Increase the number of Welsh speakers and learners that we employ across both organisations
- Collect data that we can use to improve the quality of our Welsh language services.

Compliance with the Standards and progress against the pledges is reported separately; however, Welsh language is included within our Equality Impact Assessment processes and Equality Delivery Plans to ensure that consideration is given to advancing equality of opportunity and promoting use of Welsh as part of our daily business.

The Joint Welsh Language Strategy is due for renewal in 2025 and any actions resulting from this will be incorporated into the SEP delivery plan.



MAKING THIS PLAN

- We reviewed existing legislation, policies and plans from the UK Government, Welsh Government, National Police Chiefs Council and College of Policing
- We scrutinised reports and reviews on historic and more recent cultural issues, including the Macpherson Report into the murder of Stephen Lawrence and Baroness Casey's review of Metropolitan Police culture
- We gathered quantitative (statistics) data from governance and other strategic reporting of the previous edition of the JSEP
- We gathered qualitative (words and reflections) data from engagement work with community representatives of Gwent
- We asked the residents of Gwent their views on how inclusive and representative they believe Gwent Police and the OPCC are, and their priorities, linked in with the OPCC's Precept survey
- We gathered data from the Gwent Police staff wellbeing survey
- We asked the members of Gwent Police staff network members their views on inclusive and representative they believe Gwent Police are, and their priorities as individuals from minoritised groups.

MEASURING AND SHARING OUR PROGRESS

To measure our success on this Strategic Equality Plan, we will:

- develop our Delivery Plan, with SMART (strategic, measurement, attainable, realistic and time-framed) actions under each strategic area
- gather, scrutinise and publish data on areas such as workforce representation and disproportionality in the use of policing powers
- hold regular governance meetings to measure progress on each strategic area
- through our Independent Advisory Group, regularly meet with community members to hold us to account
- alongside the Office of the Police and Crime Commissioner, hold regular community engagement events and surveys to measure community confidence in Gwent Police
- carry out our workforce wellbeing survey every year
- report back every year on our progress via our Annual Equality Report, published online

We will measure success through talking with our staff and communities, for example, through the annual wellbeing survey and staff network joint meetings, as well as quantitative data, such as number of staff completing training and hate crime data. Additional measurements will come through external scrutiny such as our results in the PEEL inspections carried out by His Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HIMCRS).



OUR VISION: IN DEPTH

OUR ORGANISATION

OUR AMBITION

As a police service, we aspire to:

1. Reflect and represent the communities we serve
2. Develop a culture where everyone is respected and valued for being themselves in the workplace
3. Ensure our workforce wellbeing is looked after, physically and emotionally
4. Keep learning on issues which particularly affect minoritised communities
5. Be an anti-racist and anti-misogynist organisation.
6. Develop leaders who are committed to inclusive and ethical leadership
7. Have zero tolerance of discrimination in all its forms

WHY IT MATTERS

Gwent Police has made great progress in becoming more representative of the community we serve. However, we know our workforce does not yet reflect the demographics of Gwent, in terms of ethnicity, gender (of police officers especially) and disability. We recognise that it is empowering to see people who look and sound like you in the police service, and it can help build trust in our diverse communities that we will understand and take their concerns seriously. Having a diverse workforce helps us too, bringing different perspectives and lived experiences to policing which can lead to innovative new ways of working.

As well as improving our diversity at the point of recruitment, we want to make sure that there are no internal barriers to career progression for anyone, that misconduct outcomes are fair, and that we have diverse representation across all ranks of officers and staff.

We also want to equip officers and staff with the knowledge, confidence and skills to police with understanding of the issues faced by different groups. We want to be more responsive to the issues facing our diverse communities, and continue the process of reforming or explaining any disproportionality in the use of our powers.

Having an inclusive workplace where healthy ways of working are encouraged and accessibility is always considered, will also encourage people to join us, and stay working for us. This includes the buildings we work in and the ways we work.

We aspire for our workforce to be upstanders: to actively challenge racism, sexism and other forms of discrimination; and to recognise and educate ourselves on our own inherent biases. We want to keep in mind our value of “keeping learning” too, recognising

that the landscape around EDI changes quickly and as a police service we need to be responsive to this in order to serve our diverse communities as best we can. When there is room to learn and improve, we aim to embrace this as an opportunity – and where there is misconduct, we know we need to show the public that our officers and staff are held accountable for their actions, and that Gwent Police has zero tolerance of discrimination.

HOW WE WILL ACHIEVE IT: OUR KEY COMMITMENTS

REPRESENTATION

- Regular scrutiny of our data at board level, to examine and address any disparity in the diversity of our workforce – in terms of representation, retention, promotion and misconduct outcomes
- Through our Positive Action team, engaging with diverse communities, encouraging applications to join policing, and supporting people of ethnic heritage, women and disabled people throughout their employment
- Listening and applying learning from exit interviews with officers and staff who have left our service
- Continuing to provide time, support and resources to staff networks to enable them to carry on the important work of supporting our workforce

CULTURAL COMPETENCE

- Ensuring all officers and staff have access to appropriate wellbeing resources, that managers know how to support staff with specialist needs, and that (as far as possible within an emergency service) colleagues are supported to work in flexible and family-friendly ways
- Ensuring that our HR policies and procedures are kept up to date and are responsive to our workforce’s needs
- Ensuring officers and staff of all ranks receive up-to-date training on Equality, Diversity and Inclusion (EDI) when they join Gwent Police and embedding learning on different protected characteristics throughout our policing careers
- Celebrating diversity and inclusion through internal learning, celebration and commemoration events
- Through the EDI team, providing support to enable completion of Equality Impact Assessments for all new policies
- Ensuring all officers and staff of all ranks complete training in the key area of anti-racism, to examine and challenge bias and understand why some communities may distrust the police
- Ensuring the key principles of Gwent Police’s Culture Strategy are embedded in our day to day working practices
- Ensuring all officers and staff have access to Welsh lessons to improve confidence and competence to use Welsh in the workplace

ANTI-DISCRIMINATION

- Ensuring all officers and staff complete the Upstander Bystander training programme, enabling everyone to identify and challenge inappropriate language and behaviour before it escalates

- Developing a programme to embed allyship, for senior leaders
- Ensuring patterns and trends in misconduct are identified and addressed

WHAT DOES SUCCESS LOOK LIKE?

By 2028, when this plan will be reviewed, we would like to see the following successes. Specific actions, with measurable and time-framed outcomes, will be included in the delivery plan which will underpin this Strategic Plan.

REPRESENTATION

- Improved numbers of officer and staff from diverse groups applying to join us and remaining with us
- More officers and staff from diverse groups being promoted to senior ranks
- Misconduct proceedings outcomes being proportionate across all protected characteristics
- Reduction in our gender and ethnicity pay gaps

CULTURAL COMPETENCE

- Reduced numbers of staff responding “prefer not to say” to demographics questions on staff surveys
- Implementation of strategies to break down barriers to inclusion in the workplace for officers and staff with all protected characteristics
- Improved scores on our staff wellbeing survey
- Reduced sickness levels for both physical and mental health
- All officers and staff having completed an EDI training session when they join Gwent Police, which should include information on the Equality Act, policing equality plans such as the Police Race Action Plan, and issues affecting trust and confidence in policing
- All officers and staff having achieved an EDI objective on their PDR every year, which could include learning on any protected characteristic
- Reduced disproportionality in areas such as stop and search, and use of force, and/or provide evidence-based reasons for any disproportionality
- Establishment of a Welsh language lead in every department
- Increased numbers of officers and staff who have Level 2 Welsh, in line with the Welsh Language Standards

ANTI-DISCRIMINATION

- A reduction in microaggressions experienced in the workplace
- Reduced external misconduct complaints around discrimination matters
- Reduced internal grievances around discrimination matters
- All officers and staff having attended the Upstander training on challenging poor behaviour and the No Boundaries anti-racism training
- Greater confidence reported by our leaders in being able to challenge poor behaviour and discrimination in the workplace
- Maintaining our Disability Confident Employer accreditation
- Being able to confidently state and evidence that we are an anti-racist, anti-misogynist workplace where everyone is respected

OUR COMMUNITIES

OUR AMBITION

We want our communities to:

1. Feel safe, especially our most vulnerable people from minoritised groups, and know that all crimes will be responded to in a timely, high quality manner
2. Trust us and hold us to account on our use of the most intrusive policing powers
3. Be engaged with us – know what we are doing and why we are doing it, be able to access our services and report crime

WHY THIS MATTERS

As we have already discussed, over recent years, public trust in policing has been rocked by the revelation of shocking behaviour from police officers: among them the horrific murder of Sarah Everard by a serving police officer, and the exposure of toxic workplace cultures through vile racist, sexist, homophobic and ableist WhatsApp messages between officers.

On top of this, there is still disproportionality in the use of police powers such as stop and search, or use of force. If you are a Black person in the UK, you are 4 times more likely to be stopped and searched than if you are White, and 3 times more likely than a White person to have force used against you by police officers.

We also cannot ignore the impact of systemic racism, sexism, homophobia, ableism and other forms of discrimination against people from minoritised groups in our society. Systemic discrimination has built up over very many years and affects how you are treated by institutions and organisations, in addition to the impact on other areas of your life, such as education, the workplace or health. This can lead to experiences of policing which further affect communities’ trust in us.

An unequal society also affects the reporting of hate crimes and other incidents. If you are from a community who distrust the police, you may not feel confident that the police will take it seriously if you report a crime, so hate crimes, domestic abuse and other offences go unpunished – and so the negative patterns continue.

It is clear from recent discussions that policing needs to do better. We need to listen to our communities, stop labelling people “hard to reach” and instead think about breaking down the barriers that we put in, which prevent people feeling able to trust us, or feel safe, or listened to.

We want to improve experiences of policing for everyone, but because of the statistics and experiences referred to earlier in this Plan, our priority focus will be on three areas: being anti-racist, tackling misogyny and violence against women and girls, and combatting hate crimes.

HOW WE WILL ACHIEVE THIS: OUR KEY COMMITMENTS

FEELING SAFE

- In line with national action plans, continue with our plan to tackle violence against women and girls, domestic abuse and sexual violence (VAWDASV)
- In line with national plans, continue our progress to becoming an Anti-Racist organisation
- Improve our governance and day-to-day management of hate crimes, ensuring all hate crimes are recorded and responded to in an efficient and empathetic manner
- Improve our visibility and accessibility for the public to report a crime, whether in person, online, on the phone or at a station
- Work with expert third sector organisations to provide training to the workforce on trauma-informed approaches to policing
- Work to reduce burnout, stress and compassion fatigue among our workforce

TRUSTING US

- Improve our own cultural competence under the actions in the Organisation section of this plan, so that all our communities can be confident of a fair and trauma-informed service
- Identify and address or explain any disparities in the use of our powers
- Ensure there is community scrutiny in areas where there are disproportionalities, namely use of force and stop and search
- Ensure our IAG is representative across all protected characteristics and is included in plans affecting diverse communities
- Learn from what has gone well in other forces to further develop community confidence

FEELING ENGAGED

- Commit to regular engagement with the different communities of Gwent, bringing the community in to decision-making as we “police by consent”
- Provide regular messaging to communities, sharing our good work and explaining or committing to reform any disproportionality in use of powers
- Through the EDI team, improve community cohesion by tracking community tensions, creating spaces for communities to share concerns, and providing feedback from the community to policing colleagues and vice-versa
- Invite feedback from the communities of Gwent on our services, through focus groups, listening events and surveys

WHAT DOES SUCCESS LOOK LIKE?

By 2028, when this plan will be reviewed, we would like to see the following successes.

SAFE

- A positive victim service assessment on our annual PEEL inspections
- Achieving our goals under national plans and policies which focus on tackling racism and VAWDASV

- Improved timeliness and solve rates for hate crimes and hate incidents
- Increased community confidence to report hate crimes
- Increased officer confidence when responding to hate crimes and compliance with completion of hate crime forms
- Improved timeliness and effective responses for all crime types, in line with the PCC’s current and the new PCC’s successive Police and Crime Plan

TRUSTING

- Improved confidence from all sections of the community on regular community engagement surveys
- Reduced disproportionality in the use of our powers – or being able to explain why there is disproportionality – in an evidence-informed way.
- A successful record of quarterly scrutiny groups being held, involving our IAG as well as senior officers, to scrutinise our data on hate crimes, stop and search, use of force and custody powers
- All officers and staff having completed initial training on EDI topics and specific inputs on the key area of racism, so that our diverse communities can have confidence that they will be treated fairly and respectfully

ENGAGED

- Accessible ways of reporting crime – online, in person and on the phone –especially for disabled people and people who do not have English or Welsh as their first language
- Increased, meaningful, involvement of communities with Gwent Police, holding us to account on our data and how communities feel about our work
- The wider workforce in Gwent Police feel connected and knowledgeable about the communities they police, via the EDI team sharing community feedback, monitoring tensions and areas of public concern with policing colleagues

OUR PARTNERSHIPS

OUR AMBITION

We will:

1. Work with Government, policing and other criminal justice partners on national equality plans, across the criminal justice sector
2. Work with policing partners on developing and sharing our cultural competence and knowledge
3. Work with community partners to understand and respond to issues which affect our communities locally

WHY THIS MATTERS

This Strategic Equality Plan will work to complement the work of equality and diversity legislation, policies and practices already in place across the UK as a whole, and in Wales. Therefore, it is important that Gwent Police works in a way which is consistent with other police forces and criminal justice sector partners (agencies which work to prevent and respond to crimes or rehabilitate offenders, for example, the Crown Prosecution Service and His Majesty's Prisons and Probation Service) in England and Wales.

It makes sense for Gwent Police to work collaboratively with other police forces, to share our officers' knowledge and expertise, to work on training and cultural development together, and to learn from each other. This can help us to ensure we're agreeing shared approaches when it comes to working inclusively – and it can help save money and time, too.

Finally, it's vital that we work collaboratively with our local communities and partners across different sectors, such as physical and mental health, social care and education. This allows us to exchange information, knowledge and concerns from other organisations, to better understand and support our communities at a local level. It helps us to prevent crimes, too.

And while we will work on our national plans, it's important to recognise that Gwent is unique and has its own strengths and challenges which we need to understand and address in order to become the representative, inclusive and culturally competent police service we aspire to be.

HOW WE WILL DO THIS: OUR KEY COMMITMENTS

ON WELSH GOVERNMENT EDI STRATEGIES AND NATIONAL POLICING EDI PLANS:

- Carrying out our actions as specified by these policies, for example developing a representative workforce and tackling disproportionality in the use of police powers
- Attending working groups across the criminal justice sector to share data and develop best practice
- Through our governance structure, ensuring we are carrying out the actions expected of us, that the right data is being collected and reported on, and that it is shared with relevant partner agencies

WITH POLICE PARTNERS

- Regular meetings with EDI teams from other police forces, to learn from each other on what is working and not working in developing cultural competence within policing
- Working together with other police forces and the College of Policing learning and development teams, to develop and share training on EDI matters
- Regular involvement with external stakeholders such as HMICFRS and the Independent Office for Police Conduct (IOPC) who hold us to account and can alert us to national patterns of disproportionality or community concerns
- Attendance at national policing conferences and other EDI-related events, to share best practice and learn from one another

COMMUNITY PARTNERS

- Continuing to build a positive service with our partners in Connect Gwent, to respond to hate crimes and support vulnerable victims and survivors of crime
- Regular meetings with representatives from Welsh Government, healthcare, social services, local authorities and other relevant bodies, to improve links between different organisations who are involved in supporting the most vulnerable in society
- Regular meetings with local authorities to monitor and manage community tensions, facilitated through the EDI team
- Working with other public sector and third sector partners to improve prevention of crime and offer restorative justice approaches
- Inviting engagement from public sector and third sector in scrutinising and suggesting improvements to our use of police powers
- Working with third sector partners to develop trauma-informed training, under the Trauma Informed Wales framework

WHAT DOES SUCCESS LOOK LIKE?

- Achieving our goals under national government and national policing EDI plans and strategies
- A collaborative approach to EDI work, alongside other police forces and criminal justice sector partners, with knowledge, data and best practice being regularly shared and key stakeholders meeting regularly
- Through avenues such as the Criminal Justice Anti-Racism Taskforce, contributing to joint training packages and cultural competency plans, which can be utilised across England and Wales to improve the knowledge and skills of police officers and staff
- Community tensions and concerns being addressed through regular engagement with local authority partners
- Strong preventative work, leading to fewer young people in Gwent becoming criminalised
- Local community partners and third sector providers understanding what Gwent Police is doing, and why, and being able to communicate this to their members
- Improving our policing through the engagement of experts, leading to measurably improved outcomes for the most vulnerable in our society through more confidence in policing and to report hate crimes
- Training a trauma-informed workforce, in line with the Trauma Informed Wales framework, benefitting officers and the community alike.

APPENDIX 1: HOW WE MADE THIS PLAN

COMMUNITY AND WORKFORCE CONSULTATION: EVIDENCE SUMMARY

In order to further understand the views of the people of Gwent, the Office of the Police and Crime Commissioner included questions on their annual precept survey which related to Equality, Diversity and Inclusion.

FINDINGS

In total, we received 1382 complete responses.

Demographics:

- 43% identified as male, 52% as female, 0.37% as transgender, 0.37% as non-binary and 4% preferred not to say
- 92% identified as White British, English or Welsh/ 2% as White Other/ 2.88% as being of Ethnic Heritage/ 1.04% as mixed heritage/ 1.63% as any other ethnic group
- 19% were disabled
- 3.3% identified as homosexual or bisexual; 0.37% identified as transgender and 0.37% as non-binary
- Most respondents were aged between 56 and 75; 3.18% were under 25
- 30% lived in Torfaen, 22% in Newport, 19% in Caerphilly, 17% in Monmouthshire and 12% in Blaenau Gwent

DO YOU THINK THAT THE POLICE IN GWENT TREAT PEOPLE FAIRLY?

Yes 37% | No 23% | Unsure 40%

HAVE YOU HAD ANY CONTACT WITH THE POLICE IN GWENT IN THE LAST 12 MONTHS?

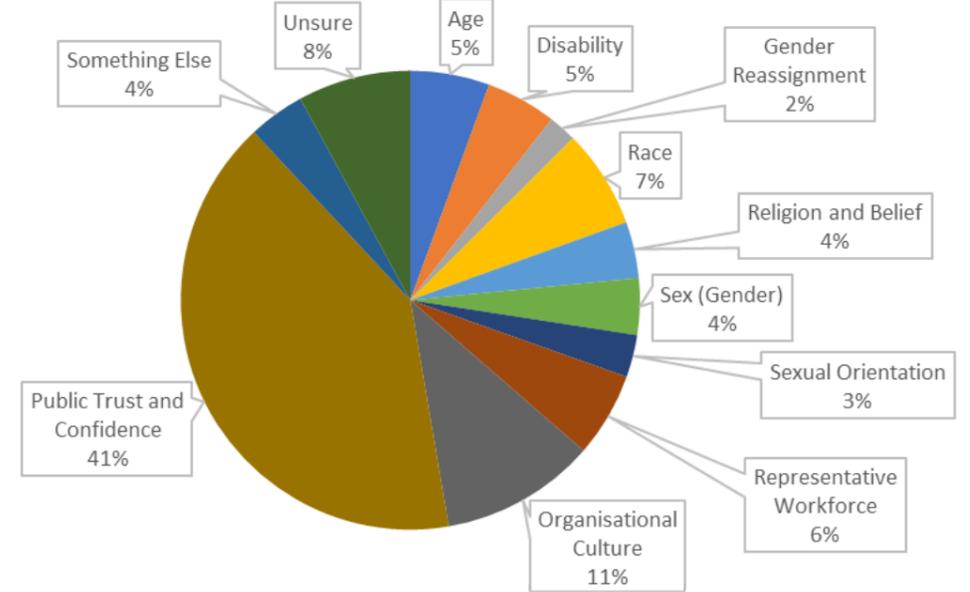
48% yes | 52% no

AT THIS TIME, WHAT DO YOU FEEL ARE THE MOST PRESSING EQUALITY ISSUES FOR THE POLICE IN GWENT?

The top 3 named areas were:

- Public trust and confidence (41%)
- Organisational culture (11%)
- Race (7%)

At this time, what do you feel are the most pressing equality issues for the police in Gwent?



Are there any changing or developing equality issues in Gwent or any other policing related equality matters which you feel the police should address in the future?

THEMES INCLUDED:

- Need for more police officers to tackle crime
- Improving police culture and tackling misconduct
- Dealing with non-equality issues: drugs and anti-social behaviour featured prominently

The chart below shows the main themes which emerged from the survey.

Victims	Attitudes and Behaviours	Access and Resources	Professional Standards	Other
<ul style="list-style-type: none"> • Not victim focused • Poor quality of investigations/lack of information and action • Inequality of treatment (crime type/gender) • Officer bias towards offenders • Lack of officer empathy and impartiality for victims • Officer attitude towards victims - not taking reports seriously • Abuse cases not prioritised and minor issues ignored • Lack of consideration of victims' needs and appropriate support • Poor criminal justice and sentencing outcomes 	<ul style="list-style-type: none"> • Officer attitudes - judgemental; above the law; lazy; arrogant; lacking respect; lacking impartiality; lacking fairness; unresponsive • Poor discretion • Poor attitudes towards older and/or vulnerable people • Divisive towards certain communities • Poor attitudes of call handlers • Fear of being labelled as racist leading to inaction • Misogyny - internal and external (victims) • Poor disability awareness • Impact of unconscious bias • Prioritising minority communities • Poor policing of children - disproportionate response to incidents 	<ul style="list-style-type: none"> • Lack of resources and impact of bureaucracy - lack of policing in certain areas • Lack of visibility and/or engagement by officers - general lack of interest in communities • Access to police stations/front counter services (awareness/ comms) - unable to report crimes in person • Policing by demographic • Reactive, not proactive policing • Vetting processes - discrimination against certain protected characteristics 	<ul style="list-style-type: none"> • Complaints not dealt with appropriately • Internal corruption • Impact of misconduct matters/ investigations on alleged perpetrators (mental health and support) • Unfair treatment of staff 	<ul style="list-style-type: none"> • Impact of social media/media reporting (negative BWV footage outweighs positive situations) • Politicisation of policing • No accountability

COMMUNITY CONSULTATION – HYDRA EXERCISE

In November 2023, Gwent Police held a consultation exercise, facilitated via the University of South Wales' Hydra programme, which gathered the views of community members on what they'd like to see from their police force, and what the barriers are to trust and engagement with the police. Some of the themes are detailed below, under each of the Strategic Equality Plan's areas.

PILLAR ONE: WORKFORCE

- Continue to develop a workforce which represents the communities it serves
- Police with integrity
- Live by our values
- Demonstrate accountability and consequences when we get things wrong
- Develop and grow cultural awareness, especially around racism and misogyny
- Work intersectionally and cross-culturally
- Work in a trauma-informed way

PILLAR TWO: COMMUNITIES

- Visible officers
- Impactful actions
- Safety
- Being listened to
- Understanding and empathy
- Feedback
- Engagement
- Trust
- Know your communities
- Policing by consent
- Awareness of lived experiences
- Accessibility
- End of labels

PILLAR THREE: PARTNERSHIPS

- Collaborative working
- Engagement
- Mutual reflection
- Quality service

INTERNAL STAFF SURVEY

Gwent Police carried out a similar consultation exercise with members of the staff support networks.

The top three things respondents felt Gwent Police could do to be more inclusive were:

1. Our workforce becoming more representative of the communities we serve
2. More education and training for officers and staff on different communities' lived experiences and experiences of policing

3. The following scored equally

- Improving our culture by tackling discrimination, bias and inappropriate comments/actions from colleagues
- Improving our staff and officers' physical and mental wellbeing so that we are healthier, more resilient and better able to respond to incidents in a trauma-informed way
- More work to tackle crimes such as hate crimes and violence against women and girls, which disproportionately affect minoritised groups
- Other (the respondent commented, "all of them: it really needs to be all of the above. Continually.")

MICROAGGRESSIONS IN THE WORKPLACE

In January 2024, staff network leads met with the Head of EDI to discuss microaggressions experienced by their members. Common themes included inappropriate comments being made, feeling that it was up to minority groups to educate the workforce on EDI issues, and experiencing stress as a result of experiences in the workplace.

APPENDIX 2: DATA AND RESEARCH SUMMARY

UK POLICING DEMOGRAPHICS

Having a police service which is representative of the communities it serves, at all levels, is one way of starting to address the issues of trust, disproportionality and cultural awareness. Although policing has made progress in this area, we have a long way to go:

- **8.4%** of police officers and staff nationally are from a Black, Asian or other ethnic heritage background, compared to **18%** of the UK's population
- only **6%** of officers at senior rank (Chief Inspector or above) are from Black, Asian or other ethnic heritage backgrounds
- **34.7%** of officers and staff are women, compared to **51%** of the total British population
- However, women are better represented at senior ranks than people of ethnic heritage: **30%** of Chief officers are women²⁰.

A large percentage of officers and staff preferred not to disclose whether they had a disability, their religion, or their sexual orientation. However, of those who did provide this information:

- **8%** of all officers have a self-declared disability compared to **17.8%** of the England and Wales population²¹
- **8%** of officers described their sexual orientation as lesbian, gay, bisexual or "other" compared to **3.2%** of the England and Wales population
- Officers of no religion (45%) made up the largest religious group followed by Christians, (44%), any other religion (5.8%), Muslims (2.3%) and Sikhs (1%). In the latest census data, 46.2% of people identified as Christian, 6.5% as Muslim, 0.9% as Sikh, showing that Muslims in particular are underrepresented in policing.

LEGITIMACY

The data held by Gwent Police in reference to stop and search and use of force is summarised in the main Strategic Equality Plan (pages 11 and 12).

COMMUNITY SAFETY

HATE CRIMES

A total of 1,409 hate crime offences were recorded in Gwent during 2023. This represents an overall reduction of 4.4% (65 fewer offences) when compared to the previous year.

During 2023 59.4% of reported hate crimes (837 offences) contained the racial hate strand. This remains the most prevalent hate strand by a significant margin. An increase of 10.1% (77 additional offences) was recorded for when compared to the year prior, marking it as the only hate strand to see a year-on-year increase.

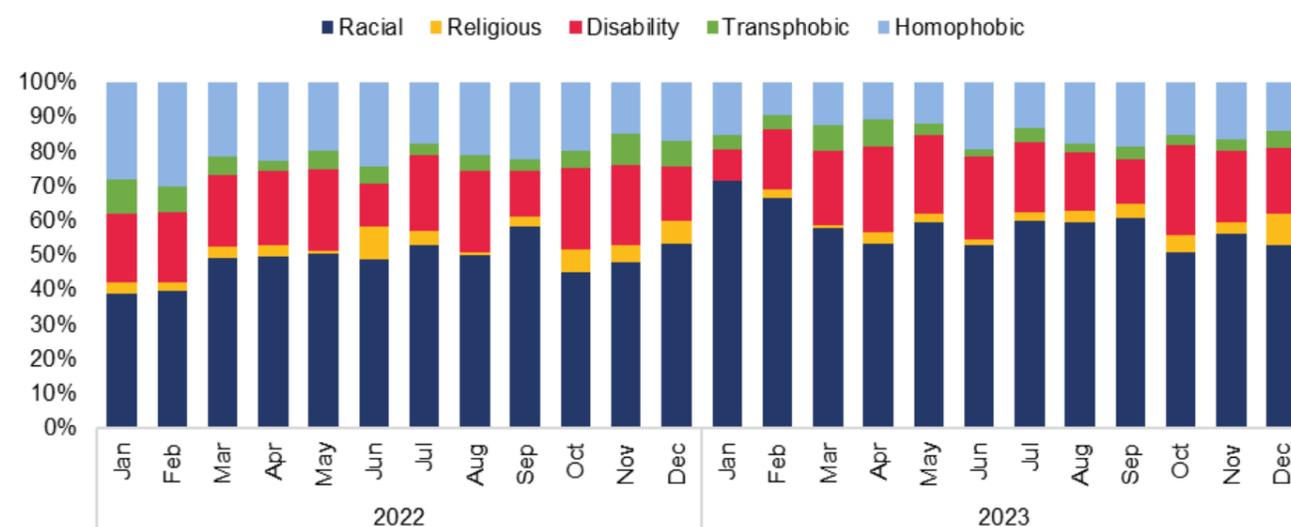
In contrast, 3.2% of reported hate crimes (45 offences) contained the religious hate strand, a reduction of 28.6% (eighteen fewer offences) when compared to the previous year. This remains the least prevalent hate strand recorded in Gwent.

20.4% of reported hate crimes (287 offences) contained the disability hate strand, a reduction of 8.3% (26 fewer offences) when compared to 2022.

4.3% of reported hate crimes (60 offences) contained the transphobic hate strand, a reduction of 32.6% (29 fewer offences) when compared to the previous year.

15.0% of reported hate crimes (211 offences) contained the homophobic hate strand. This hate strand saw the largest year-on-year reduction, with levels falling by 37.6% (127 fewer offences) when compared to the year prior.

Hate Crimes by Strand



HATE STRANDS BY CALENDAR YEAR

Year	Racial	Religious	Disability	Transphobic	Homophobic	Total
2022	760	63	313	89	338	1,563
2023	837	45	287	60	211	1,440
Numeric Difference	77	-18	-26	-29	-127	-123
Percentage Difference	10.1%	-28.6%	-8.3%	-32.6%	-37.6%	-7.9%

²⁰ Police workforce, England and Wales: 31 March 2023 - GOV.UK (www.gov.uk)

²¹ Census - Office for National Statistics (ons.gov.uk)

COMMUNITY CONFIDENCE²²

As of autumn 2023:

- 63% of people in Gwent stated they strongly agree or agree that they have confidence in the police in their area
- This was highest in Monmouthshire (68%) and lowest in Blaenau Gwent (50%)
- 63% of White people overall agreed that they have confidence in the police in their area, compared to 61% of people of ethnic heritage.
- A downward trend is apparent with overall confidence having dropped from 79% in the last quarter of 2021/22

GWENT DEMOGRAPHICS²³

ETHNICITY

Ethnic Group and LA area	Asian	Black	Chinese	Mixed	Arab	Any Other Ethnic Group	White Irish	White Gypsy or Irish Traveller	White Roma	White Other	White British
Blaenau Gwent	481	115	140	569	38	104	92	133	14	1,227	63,990
Caerphilly	1,138	283	446	1,754	87	292	389	38	46	2,126	169,356
Newport	11,483	3,737	711	4,451	999	1,738	685	168	406	6,969	128,245
Monmouthshire	908	230	277	1,115	88	236	451	36	19	2,034	87,566
Torfaen	990	228	212	1,005	46	199	296	265	31	1,131	87,873
Total	15,000	4,593	1,786	8,894	1,258	2,569	1,913	640	516	13,487	537,030
Total %	2.6%	0.8%	0.3%	1.5%	0.2%	0.4%	0.3%	0.1%	0.1%	2.3%	91.4%

RELIGION

Religion	Number	Percentage
No religion	292,688	49.8%
Christian	240,254	40.8%
Religion (not stated)	34,191	5.8%
Muslim	12,959	2.2%
Other religion: Pagan	1,760	0.3%
Hindu	1,540	0.26%
Buddhist	1,519	0.25%
Sikh	897	0.15%

DEPRIVATION (IN AT LEAST ONE AREA INCLUDING EDUCATION, EMPLOYMENT, HEALTH, HOUSING)

Blaenau Gwent	Caerphilly	Monmouth	Newport	Torfaen	MEAN AVE
61.7%	57.9%	48.3%	54.1%	57.7%	55.9%

DISABILITY (UNDER THE EQUALITY ACT 2010 DEFINITION)

Blaenau Gwent	Caerphilly	Monmouth	Newport	Torfaen	MEAN AVE
24.6%	23.6%	17.7%	20.8%	23.1%	22%

WELSH LANGUAGE (CAN SPEAK, READ OR WRITE WELSH)

Blaenau Gwent	Caerphilly	Monmouth	Newport	Torfaen	MEAN AVE
7.5%	12.1%	10.2%	9%	9.6%	10%

GWENT POLICE WORKFORCE DEMOGRAPHICS

As of 31 January 2024, Gwent Police's workforce representation was²⁴:

Employee type	Gender				Ethnicity							
	F	%	M	%	EH	%	NS	%	PNTS	%	W	%
Police officer	556	37.02%	946	62.98%	54	3.60%	5	0.33%	60	3.99%	1383	92.08%
Police staff	589	68.01%	277	31.99%	18	2.08%	6	0.69%	25	2.89%	817	94.34%
PCSO	76	46.63%	87	53.37%	15	9.20%	0	0.00%	2	1.23%	146	89.57%
Total officer, staff and PCSO	1221	48.24%	1310	51.76%	87	3.44%	11	0.43%	87	3.44%	2346	92.69%

Total officer, staff and PCSO: 2531

Officers: 1502 | Staff: 866 | PCSO: 163

Percentage of workforce who are lesbian, gay, bisexual, other or prefer to self-describe: 6.12%

Percentage of workforce who are Disabled: 6.5%

Workforce Welsh ability (speaking, reading and writing): 97.27% have Welsh ability at level one or above.

²² Taken from Strategy Performance Board, Quarter 2 23/24

²³ Census Maps - Census 2021 data interactive, ONS

²⁴ F=female; M=Male; EH= ethnic heritage; NS= Not stated; PNTS=Prefer not to say; W=White

LEGISLATION AND POLICY SUMMARY

EQUALITY ACT 2010

The Equality Act protects everyone with a protected characteristic – age, disability, gender reassignment, marital status, pregnancy or maternity, race, religion or belief, sex and sexual orientation – from discrimination, harassment or victimisation. In Wales, we also consider the Welsh language as a protected characteristic²⁵.

Discrimination means treating someone with a protected characteristic less favourably than someone without. This can be direct (for example, refusing to employ someone as a police officer because they are disabled) or indirect (such as requiring all staff to work the same shift pattern, which disadvantages parents of young children or carers of elderly parents).

Harassment means creating an environment which violates a person's dignity, or is intimidating, hostile, degrading, humiliating or offensive: for example, a culture of "banter" in the workplace which is sexist and creates a degrading atmosphere for women. Victimisation means receiving negative treatment as a result of being involved with a discrimination or harassment complaint.

It is important to note that you can be the victim of discrimination, harassment and victimisation whether you actually hold a protected characteristic, or whether you perceived to. For example, a Sikh person who is thought to be Muslim and receives Islamophobic abuse as a result, is still the victim of discrimination.

You can also be the victim of discrimination, harassment and victimisation if you are associated with someone who has a protected characteristic. For example, if you are a man who witnesses sexist behaviour aimed at women in the workplace, this is harassment because the atmosphere is degrading for you too.

SOCIO-ECONOMIC DUTY

On March 31st, 2021, the socio-economic duty came into force in Wales. This means that, when making strategic decisions, we need to consider how we can reduce inequalities associated with socio-economic disadvantage.

PUBLIC SECTOR EQUALITY DUTY (2011)

The Public Sector Equality Duty means that public bodies such as police forces have to consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

It also requires that public bodies have due regard to the need to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different people when carrying out their activities

Under this duty, public bodies must also report to the public on what they have been

doing in respect of each of the three equality duties above.

WELLBEING OF FUTURE GENERATIONS ACT (2015)

The Wellbeing of Future Generations Act sets out seven areas to improve the social, economic, environmental and cultural wellbeing of Wales. These are:



Under this legislation, the Chief Constable and the Police and Crime Commissioner sit on a Public Services Board, where they aim to improve the economic, social, environmental and cultural wellbeing of Gwent by working to achieve the seven goals set out above.

WELSH GOVERNMENT EQUALITY, DIVERSITY AND INCLUSION PLANS

Gwent Police have also signed up to various Welsh Government plans on a range of EDI related topics:

- Welsh government plan for an anti-racist Wales
- Criminal Justice Board anti-racism action plan
- Welsh government LGBTQ+ action plan
- Welsh government strategy for tackling VAWG
- Youth Justice and Female Offender blueprints for Wales
- Welsh government plan for disabled people

These plans set out the Welsh Government's vision for Wales – in specific sectors, and as the culture of a nation – and police forces have particular obligations to meet to ensure we are contributing to the future of Wales as a diverse, inclusive, welcoming nation.

ANTI-RACIST WALES ACTION PLAN

This plan²⁸ asks Welsh Government and public sector organisations to combat racism,

²⁵ Equality Act 2010: guidance – GOV.UK (www.gov.uk)

²⁶ Public sector equality duty – GOV.UK (www.gov.uk)

²⁷ Wellbeing of Future Generations (Wales) Act 2015: the essentials [HTML] | GOV.WALES]

²⁸ Anti-racist Wales Action Plan | GOV.WALES

address disproportionality and work to build inclusive cultures in the following areas:

- Everyday life
- Service delivery
- In workplaces
- Gaining jobs and opportunities
- Seeing visible role models in positions of power
- As a refugee or asylum seeker

Police forces in Wales have obligations under the areas of criminal justice, tackling hate crime, community cohesion, workforce representation and leadership.

CRIMINAL JUSTICE ANTI-RACISM ACTION PLAN FOR WALES

The aim of this action plan²⁹ is, “to make the Criminal Justice System in Wales fairer, more efficient and more effective with anti-racism as a core value and approach.”

There are seven main goals, under which there are more specific obligations for police forces:

- Challenge racism
- Build an ethnically diverse workforce
- Involve and listen to different communities, and take action
- Be transparent, accountable and coordinated
- Educate the workforce
- Promote fairness
- Focus on prevention, intervention and rehabilitation

WELSH GOVERNMENT LGBTQ ACTION PLAN

The LGBTQ+ action plan³⁰ commits the Welsh Government and its public services to:

- strengthen equality and human rights
- make Wales a safer place
- make Wales a Nation of Sanctuary for LGBTQ+ migrants
- improve healthcare outcomes
- ensure education in Wales is inclusive
- improve inclusion and participation in all areas of life
- listen to, and work with, our LGBTQ+ communities
- defend and promote the rights of trans and non-binary people.

Under this plan, police forces have an obligation to involve LGBTQ+ people and recognise trans and non-binary people in service and policy design; remove barriers to LGBTQ+ people reporting hate crime; improve the relationship of LGBTQ+ people with policing; target VAWGDASV in LGBTQ+ communities; and include LGBTQ+ training as part of other equality training in the workplace.

²⁹ [Criminal Justice Anti-Racism Action Plan for Wales - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/714447/Criminal-Justice-Anti-Racism-Action-Plan-for-Wales.pdf)

³⁰ [LGBTQ+ Action Plan for Wales | GOV.WALES](https://gov.wales/government/commitments/lgbtq-action-plan)

³¹ [Violence against women, domestic abuse and sexual violence: strategy 2022 to 2026 \[HTML\] | GOV.WALES](https://gov.wales/government/commitments/violence-against-women-domestic-abuse-and-sexual-violence)

WELSH GOVERNMENT VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE STRATEGY

This strategy³¹ has six objectives, under which the Welsh Government, public services and non-devolved organisations such as the police, will work to tackle violence against women and girls, domestic abuse and sexual violence.

- Challenge the public attitude to violence against women, domestic abuse and sexual violence across the Welsh population through awareness raising and space for public discussion with the aim to decrease its occurrence.
- Increase awareness in children, young people and adults of the importance of safe, equal and healthy relationships and empowering them to positive personal choices.
- Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending.
- Make early intervention and prevention a priority.
- Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.
- Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional and responsive services across Wales

YOUTH JUSTICE AND FEMALE OFFENDER BLUEPRINTS FOR WALES

The Youth Justice Blueprint³² seeks to:

- Develop a youth justice system which treats children with fairness and respect and helps them to build on their strengths and to make positive changes and choices in their lives.
- Support children to live crime free, positive and healthy lives, improving wellbeing and making communities safer.
- Reduce the number of children in the youth justice system through effective diversion and prevent offending by addressing the vulnerabilities that often lead to crime.
- Reduce re-offending and create safe environments in which children are protected from harm and supported to thrive.
- Deliver a bold ambitious approach with transformative, sustainable services that provide continuity of care throughout the system.
- Work with key stakeholders to strengthen the integrated partnership approach to the delivery of youth justice services which prioritises ‘child first’ and improves outcomes for children.

The Female Offender blueprint³³ has similar ambitious aims for the treatment of women in the criminal justice system:

- Support women to live crime free, positive and healthy lives, improving wellbeing and making communities safer.
- Reduce the number of women in the system by intervening earlier to keep them safe and address the vulnerabilities that often lead to crime.

³² [youth-justice-blueprint_0.pdf \(gov.wales\)](https://gov.wales/government/commitments/youth-justice-blueprint)

³³ [female-offending-blueprint_3.pdf \(gov.wales\)](https://gov.wales/government/commitments/female-offending-blueprint)

- Deliver a bold ambitious approach with transformative, sustainable services that are distinct to Wales and locally-led, building on and learning from the successful Women’s Pathfinder Whole System Approach model.
- Create safe environments in which children and women are protected/guarded from harm and supported to thrive.
- Integrate services to offer targeted support for women, from start to finish, recognising the far-reaching, long-term impact resulting from the imprisonment of women when there are more effective alternatives to tackle the causes of offending behaviour drawing on relevant research and data.
- Work with the Youth Justice Board and partners to share learning that can be adopted for girls under the age of 18 and work together to ensure continuity of interventions in respect of young women who transition into adult services.
- Set the standard for future work and cooperation between the Welsh Government, Ministry of Justice and partners, applying the principles here to adopting a similar approach to adult males at risk of offending.

Both of these plans are overseen by the All-Wales Criminal Justice Board, in which Gwent Police is a key stakeholder.

WELSH GOVERNMENT LEARNING DISABILITY STRATEGY AND ACTION ON DISABILITY: THE RIGHT TO INDEPENDENT LIVING FRAMEWORK

These plans³⁴ set out the Welsh Government’s goals for greater inclusion for disabled and learning disabled people. Areas where the police can contribute, alongside other public services, include:

- Increasing the number of disabled people in the workplace, and being a disability-confident employer
- Including disabled people in work to tackle VAWGDASV
- Tackling disability hate crime and harassment
- Working in line with the social model of disability, which states that barriers to inclusion are environmental rather than in the person’s impairment

POLICING ACTION PLANS

Finally, police forces across England Wales have agreed priorities under various EDI-related action plans, set out by our learning and leadership organisations, the College of Policing, the Association of Police and Crime Commissioners, and the National Police Chiefs Council:

- Police Race Action Plan
- Policing Visions 2025 and 2030
- VAWGDASV framework

POLICE RACE ACTION PLAN

The Police Race Action Plan³⁵ sets out its vision for a police service “that is anti-racist and trusted by Black people”.

There are four workstreams under which all police forces in England and Wales have obligations:

³⁴ [action-on-disability-the-right-to-independent-living-framework-and-action-plan.pdf \(gov.wales\)](#) and [Learning Disability Strategic Action Plan 2022 to 2026 \[HTML\] | GOV.WALES](#)

³⁵ [Police Race Action Plan: Improving policing for Black people \(npcc.police.uk\)](#)

- Represented (internal culture and inclusivity)
- Not over-policed (use of police powers)
- Involved (community engagement and relations)
- Not under-protected (hate crime and victimisation)

POLICING VISIONS 2025 AND 2030

These papers set out the College of Policing, National Police Chiefs Council and Association of Police and Crime Commissioners’ joint vision for policing over the decade. Both plans evidence a commitment to Equality, Diversity and Inclusion. The Policing Vision 2025³⁶ has as goals that:

- Local policing will recognise local communities’ diverse needs and is informed by communities’ priorities and evidence-based demand
- The way specialist policing teams are used will better protect vulnerable people
- The policing workforce will better reflect its communities
- Digital technology will help the public contact the police, wherever they are
- Police forces and partners will collaborate to ensure policing support services and community safety is joined-up
- There will be clear mechanisms to allow for governance and accountability of policing

In **Policing Vision 2030**,³⁷ the CoP, NPCC and APCC set out the overall vision of by 2030, being, “*the most trusted and engaged policing service in the world working together to make communities safer and stronger*”.

There are five pillars under which there are specific actions for police forces to implement:

1. An increase in public trust in the police to keep them safe
2. More collaboration and partnership working to prevent crime and criminality
3. An improved and more dynamic approach to tackling policing demand
4. A talented, representative and inclusive workforce that feels supported and has the capabilities to meet future policing challenges
5. A police service that demonstrates greater agility and innovation

COLLEGE OF POLICING AND NPCC VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) STRATEGY

This document³⁸ sets out how police forces should respond to the challenge of tackling violence against women and girls. There are three main pillars under which the actions fall: building trust and confidence, relentless perpetrator pursuit, and safer spaces. Pillar one includes challenging sexism and misogyny within policing, scrutiny of force performance in tackling VAWG offences, involving community organisations to share the lived experiences of VAWG survivors, and building teams with the right skills to investigate VAWG offences.

Pillar two includes better uses of police powers to protect women and girls and embedding a trauma-informed approach throughout the criminal justice system.

Pillar three includes prioritising tackling VAWG and ensuring women and girls are safe in both physical and digital spaces.

³⁶ [policing_vision_2025.pdf \(college.police.uk\)](#)

³⁷ [policing-vision-2030.pdf \(npcc.police.uk\)](#)

³⁸ [Policing violence against women and girls - National framework for delivery: Year 1 \(npcc.police.uk\)](#)

APPENDIX 3: TRAUMA-INFORMED AND INTERSECTIONAL APPROACHES

INTERSECTIONALITY

Intersectionality means that a person's identity is considered as a whole, rather than in separate bits. We often think about difference in discrete areas – for example, gender, race, sexual orientation or disability – rather than considering how these areas can overlap and cause different experiences of discrimination and marginalisation. There is nothing wrong with focussing on particular areas (such as racism or sexism) but if we only focus on one part of someone's identity, we may miss how other parts create an experience of multiple marginalisation.

For example, an Asian woman wanting to make a report of a crime may experience difficulties due to a lack of adaptations for her ethnicity – such as no interpreter – as well as for her gender – such as no female officer being available to take her statement, when she would feel uncomfortable talking to a male officer. If the lady was also disabled, this would be an additional layer of marginalisation.

The intersectional approach is not about anyone being more worthy of special treatment, but rather an acknowledgement that we all hold multiple layers of identity, which can interact to give us different, and in some instances worse, treatment.

TRAUMA-INFORMED APPROACHES

Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as harmful or life threatening. While unique to the individual, generally the experience of trauma can cause lasting adverse effects, limiting the ability to function and achieve mental, physical, social, emotional or spiritual wellbeing³⁹.

Trauma informed practice means being:

- Person-centred – providing choices and giving the person a voice
- Inclusive – considering culture and characteristics in an intersectional way
- Building safety and trust – not retraumatising, helping the person feel safe
- Collaborative – working within and across organisations to support the person
- Asks “what does this person need” rather than “what is wrong with this person”⁴⁰

It is vital to remember that police officers and staff are as vulnerable to trauma as anyone else. By its nature, the work we do – whether it is responding to a crime, taking a report from a distressed caller, or supporting colleagues behind the scenes – can be difficult and distressing. We may be experiencing difficulties in our personal life, whether

personal (such as a bereavement or marriage breakdown) or systemic (such as being from a minoritised group who are experiencing discrimination in society) which can add to our stress. This, alongside our workload and the ways that we work (for example, working long and irregular shifts) can lead to problems such as:

- Depression
- Anxiety
- Stress
- Burnout
- Compassion fatigue (losing our ability to connect with people, because we are so exhausted)
- Physical problems such as digestive issues, headaches, muscular pain and flare-ups of auto-immune conditions like eczema⁴¹

It can be seen that there is a danger of a vicious cycle forming: if officers and staff are not able to work in a safe and healthy way themselves, they may not be able to support the public to feel safe as a result.

To turn this to a virtuous cycle, it is important to consider:

- Ensuring that our own workplace and working conditions promote the pillars of trauma-informed working, for our own staff, to help build a compassionate, inclusive, kind workforce
- Ensuring that there is specialist support available for staff who are experiencing the results of trauma, and that healthy coping strategies are promoted to build personal resilience
- Educating and training the workforce around what trauma means for the people we interact with every day and how we can adapt our own behaviour to provide trauma-informed responses
- Understanding that due to the nature of our responsibilities, we may have to take difficult decisions which may cause upset – but making sure our contact with people builds trust and honesty, even if we have to make decisions people don't like
- Working with other organisations so that we can signpost people to the most appropriate support
- Considering our approaches through an intersectional lens

FURTHER READING

[Trauma Informed Policing \(crestresearch.ac.uk\)](https://www.crestresearch.ac.uk/)
[Using a trauma-informed approach for serious violence victims | College of Policing](#)
[Intersectionality and Privilege | The University of Edinburgh](#)

³⁹ Working definition of trauma-informed practice - GOV.UK (www.gov.uk)

⁴⁰ Trauma-Informed-Wales-Framework.pdf (traumaframeworkcymru.com)

⁴¹ [responding-to-trauma-in-policing.pdf \(college.police.uk\)](#)

APPENDIX 4: ROLES AND RESPONSIBILITIES

GWENT POLICE

Gwent Police has two Local Policing Areas – East, which covers the local authority areas of Newport and Monmouthshire, and West, which incorporates Caerphilly, Torfaen and Blaenau Gwent.

Gwent Police has an establishment of 1502 officers, 866 staff and 163 Community Support Officers (CSOs) (correct as of 31/1/24).

Gwent Police can be split into the following service areas:

- Neighbourhood Policing and Partnership – includes neighbourhood policing, response policing and the investigation of volume crime.
- Crime Investigation – includes public protection, serious and organised crime, intelligence and major incidents.
- Operational Support – includes the Force Communications Suite.
- Criminal Justice – including Custody and information services.
- Continuous Improvement – includes Business Change, Service Improvement, Diversity and Inclusion, and Governance.
- Business Support – includes Information and Communications Technology (ICT), People Services, Fleet, Estates and Finance.

THE ROLE OF THE POLICE AND CRIME COMMISSIONER

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

The Commissioner has eight statutory responsibilities which are listed on the Office of the Police and Crime Commissioner (OPCC) website:

<https://www.gwent.pcc.police.uk/en/about-us/responsibilities/>

The key responsibility underpinning our Strategic Equality Plan is supporting and enabling the Commissioner in:

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

The OPCC supports the Commissioner in carrying out this duty by scrutinising and monitoring Gwent Police's equality activities through representation on the People and Diversity Board and on each of the Force's meetings and forums, as well as at the Commissioner's public-facing Strategy and Performance Board.

All the objectives in the Strategic Equality Plan reflect the core values and priorities of the Commissioner's Police and Crime Plan for Gwent:

<https://www.gwent.pcc.police.uk/en/transparency/publications/police-and-crime-plan/>

Gwent Police's performance against the Police and Crime Plan priorities is achieved through the Police and Crime Delivery Plan set by the Chief Constable. In addition to these established governance arrangements, the joint Plan means that the way in which the OPCC monitors and scrutinises Gwent Police's equality performance can be more closely linked to the Force's objectives, particularly in response to matters of disproportionality and the impacts on specific communities.

The Police and Justice Act 2006 provides an extended duty for the OPCC to:

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

GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL

This report has been presented to the following board:
SERVICE IMPROVEMENT BOARD (23.02.2024)

Meeting chaired by:
ASSISTANT CHIEF OFFICER (RESOURCES) NIGEL STEPHENS

Actions and amendments arising from meeting:

- Include up to date stats on the workforce representation, in line with those held by HR as of 31/1/24 (page 10 in main plan and page 34 in Appendix 2) – complete.
- Include up to date stats on hate crime, in line with those to be published in the FMS (page 12 in main plan and page 31-32 in Appendix 2) – complete.
- Correct typos (page 2) – complete.

This report has been presented to the following oversight board:
SCRUTINY EXECUTIVE BOARD (06.03.2024)

Meeting chaired by:
ASSISTANT CHIEF CONSTABLE MARK HOBROUGH

Actions and amendments arising from meeting:
N/A

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

Meeting chaired by:
CHIEF CONSTABLE PAM KELLY

Meeting date:
12.03.2024

I confirm this report is suitable for the public domain.



MARK HOBROUGH
ASSISTANT CHIEF CONSTABLE | GWENT POLICE | 12.03.2024





**HEDDLU
GWENT
POLICE**