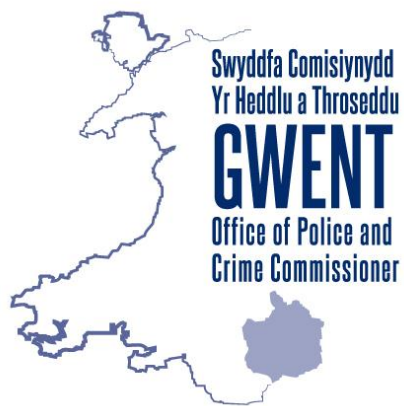


**Office of the
Police and Crime Commissioner
for Gwent**



**Strategic Equality Plan
and Equality Objectives
Annual Progress Update:
Year One 2012-2013**

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1.0 Introduction

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

The SEP was originally published in April 2012 by Gwent Police Authority as a result of customer consultation recognised as best practice, and local discussions and legal responsibilities.

Under the requirements of the Police Reform and Social Responsibility Act 2011, police authorities were replaced by elected Police and Crime Commissioners on 22nd November 2012.

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

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

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

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

More information on protected characteristics can be found in the SEP document, or on our website <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/>

Please note that due to the publication timescales of the SEP and Equality Objectives, some of the activities highlighted in this report relate to the former police authority and are marked as such.

2.0 Progress and Activities

The OPCC monitors and reviews the effectiveness of the success measures and performance indicators in the objectives. The OPCC Strategy and Performance Board considers reports and updates provided to the Commissioner by the OPCC staff and the Force. The Commissioner provides information on his progress to the Police and Crime Panel.

More information is available on our website www.gwent.pcc.police.uk.

A number of activities have been undertaken in respect of the objectives:

- Objective 1 – Fair Treatment
- Objective 2 – Performance Monitoring
- Objective 3 – Accessibility
- Objective 4 – Partnership Working

1	Job Centre Plus Disability User Symbol applied for in November 2012	Objective: 1, 3
2	Victims' Voice events – to improve the service provided to victims of crime and Anti-Social Behaviour (February/March 2013)	Objective: 1, 2
3	Meetings with Victim Support for Gwent and on a Wales-wide basis to ensure quality of service to users (on-going)	Objective: 1, 2, 4
4 (i)	Stop & Search Dip Sampling process implemented by OPCC (on-going)	Objective: 1, 2
(ii)	First dip-sample undertaken with members of Independent Advisory Group in March 2013	
5	OPCC attendance at Hate Crime Forum and Community Representatives meetings (on-going)	Objective: 1, 2, 3, 4
6	Public engagement - Commissioner attendance at large number of community meetings, e.g. Community Councils, PACT, (on-going)	Objective: 2, 3
7	Consultation on the draft police and crime plan 2013-2017	Objective: 3, 4
8	Preparation of easy to read information (on-going)	Objective: 1, 3
9	Meetings with strategic partners, e.g. Youth Justice Board, Age Cymru, Children's	Objective 1, 2, 3, 4

	Commissioner for Wales, Hafal Cymru (on-going)	
10	Publication of an action plan relating to the Equality Objectives (attached)	1, 2, 3, 4

3.0 Other related activities undertaken in 2012-2013

In addition to the areas of work highlighted against the Equality Objectives, over the last twelve months, we have undertaken a number of other activities relating to equality and diversity. Examples of these activities include:

Engagement:

January/February 2013 - the Commissioner visited primary school and college students to talk about his role and responsibilities

Learning and Development:

January 2013 – Commissioner participation in and representation at the Gwent Police Holocaust Memorial Day event

Consultation:

June-August 2012 – police authority consultation on the police and crime priorities ‘Your Voice Counts’ and young person’s version ‘Youth Voice Counts’

September 2012 – police authority Strategic Partner consultation event on the police and crime priorities

The results of the above activities are available from the OPCC website:

<http://www.gwent.pcc.police.uk/meetings-and-engagement/current-consultations/>

February 2013 - OPCC participation in the Violence against Women, Sexual Violence and Domestic Abuse White Paper consultation event

Office of the Police and Crime Commissioner for Gwent - Strategic Equality Objectives Action Plan 2012 - 2016

Objective Number (links to Equality Objectives)	Action	Protected Characteristics Affected	How	Timescale
1, 2	Ensure that crimes which significantly affect our communities, such as distraction burglaries, scams and abuse are tackled properly	Age; disability; sex; language; dependents/ caring responsibilities	Force performance reports; feedback; involvement at Force and public meetings; public complaints received	On-going; reports as per Performance Framework
1, 3, 4	Work in partnership with other key agencies to ensure that barriers to accessing justice faced by people are addressed	Age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership; language; nationality; dependents/ caring responsibilities	Feedback; public and partner complaints received; reports from partners; attendance at partner and public meetings	On-going
2, 4	Play a role in gaining a greater understanding of the factors contributing to a disproportionate fear of crime amongst some people, and that real experiences and genuine fears are addressed	Age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership; language; nationality; dependents/ caring responsibilities	Feedback; public complaints received; public satisfaction levels; attendance at Force and public meetings; Force performance reports	On-going; reports as per Performance Framework
2	Ensure that vulnerability to specific categories of crime is recognised and dealt with appropriately at a local level	Age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership; language; nationality; dependents/caring responsibilities	Force performance reports; public satisfaction levels; feedback; public complaints received	On-going; reports as per Performance Framework
2	Ensure that people's experiences of hate crime and anti-social behaviour are understood and addressed	Age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership; language; nationality; dependents/ caring responsibilities	Force performance reports; feedback; involvement at Force and public meetings; public complaints received	On-going; reports as per Performance Framework