



**Strategic Equality Plan  
and Objectives  
Annual Progress Update  
2014-2015**



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This document is also available in Welsh.

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## 1.0 Introduction

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



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

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

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



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

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

The Police and Crime Commissioner is not subject to the specific duties of the Equality Act. However the Commissioner has voluntarily published equality objectives within his SEP and is required to hold the Chief Constable to account on equality and diversity issues.

## 2.0 Monitoring

The OPCC monitors and reviews the effectiveness of the success measures and performance indicators in the Equality Objectives in a number of ways. The Commissioner authorises decisions and information updates by way of Decision Logs, which are published on our website [www.gwent.pcc.police.uk/transparency/decisions-made/](http://www.gwent.pcc.police.uk/transparency/decisions-made/).

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

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

The Commissioner also monitors the equality information published by Gwent Police to ensure the force complies with the general and specific duties. You can access Gwent Police Equality Information through their website

[www.corporate.gwent.police.uk/informationpoint/equality-and-diversity/](http://www.corporate.gwent.police.uk/informationpoint/equality-and-diversity/).



## 3.0 Progress and activities

There are four equality objectives embedded within the SEP which relate to all the Protected Characteristics:

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

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



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

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

The activities undertaken between April 2014 and March 2015 in support of the objectives are outlined in the following table.

## OPCC activity 2014/15

|   | Activity   | Progress   | Related Objectives | Protected Characteristics Supported   |
|---|--|--|--------------------|---|
| 1 | OPCC attendance at Gwent Police Equality and Diversity Board to support the Commissioner in holding the Chief Constable to account for equality-related duties | <ul style="list-style-type: none"> <li>Engagement with Force 'Age' Diversity Champion to assist with the development of a related action plan to embed age equality into operational delivery, people and culture and organisational processes</li> <li>OPCC update on related activity provided to each meeting to ensure opportunities for joint-working are explored and supported</li> <li>OPCC support to Chief Constable's 'Employer of Choice' strand through oversight of force Strategic Equality Plan</li> </ul> | 1, 2, 3, 4         | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race<br>Religion or Belief<br>Sex (Gender)<br>Sexual Orientation |
| 2 | OPCC attendance at Gwent Police Stop and Search Board to support the Commissioner's scrutiny of use of stop and search powers in Gwent                         | <ul style="list-style-type: none"> <li>OPCC update on related activity provided to each meeting to ensure opportunities for joint-working are explored and supported</li> <li>Monitoring of the Board's progress of any recommendations arising from the OPCC stop and search dip-sampling reports</li> </ul>  | 1, 2, 4            | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race<br>Religion or Belief<br>Sex (Gender)<br>Sexual Orientation |
| 3 | OPCC attendance at Hate Crime Criminal Justice Board Cymru meetings to ensure engagement with issues across the region   | <ul style="list-style-type: none"> <li>The Board's Action Plan requires the OPCC to publish annual satisfaction rates for victims of hate crime accessing the new <i>Connect Gwent</i> multi-agency</li> </ul>   | 1, 2, 4            | Age<br>Disability<br>Gender Reassignment<br>Race  |

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|   |   | <p>hub for victims of crime and anti-social behaviour – this will be supported by the Victim Support Hate Crime Co-ordinator and the Connect Gwent Co-ordinator</p>   |            | <p>Religion or Belief<br/>Sex (Gender)<br/>Sexual Orientation</p>   |
| 4 | <p>OPCC attendance at Gwent Hate Crime Forum, and local Hate Crime Forum meetings to maintain oversight of associated activity</p>                                      | <ul style="list-style-type: none"> <li>• PCC funding from the Welsh Government was provided to the force to support a pan-Gwent disability hate crime event attended by over 100 people including service users with learning disabilities, police officers, OPCC staff and other professionals. The outcomes are being progressed through related partnership work</li> <li>• Funding support was also provided to the force for second phase hate crime training to police officers and Crown Prosecution staff with a focus on disability hate crime, including use of special measures, best evidence, identification of hate and mate crimes, and other related issues – to be carried out in 2015</li> <li>• Involvement with the re-establishment of the People First ‘Talk About It’ Centres that support hate crime victims with learning disabilities across Gwent</li> </ul> | 1, 2, 3, 4 | <p>Age<br/>Disability<br/>Gender Reassignment<br/>Race<br/>Religion or Belief<br/>Sex (Gender)<br/>Sexual Orientation</p> |
| 5 | <p>Continued OPCC involvement with the Newport Community Representatives meeting to understand local issues and support engagement with the communities represented</p> | <ul style="list-style-type: none"> <li>• Provision of OPCC stop and search dip-sample reports to help further inform communities of the use of the powers and to provide further opportunities to</li> </ul>  | 1, 2, 3, 4 | <p>Age<br/>Race<br/>Religion or Belief<br/>Sex (Gender)</p>   |

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|   |  | <p>discuss any issues identified within the reports</p> <ul style="list-style-type: none"> <li>Meeting with members of the local Muslim community to discuss ways of improving hate crime reporting and support to victims</li> </ul>   |         |   |
| 6 | Ensure communities have access to police officers and police station buildings through appropriate review of use and public engagement   | <ul style="list-style-type: none"> <li>PCC public surgeries provided opportunities for communities to feedback concerns and comments regarding access to local police services which have been used to inform discussions/planning with the Chief Constable</li> <li>Commissioner's decision to keep seven pilot station facilities open to provide continued access for communities<br/><a href="http://www.gwent.pcc.police.uk/news/story/article/police-stations-to-stay-open/">www.gwent.pcc.police.uk/news/story/article/police-stations-to-stay-open/</a></li> <li>Opening of a police desk at Caerphilly library and a new police office at the social enterprise development in Trevethin<br/><a href="http://www.gwent.pcc.police.uk/news/story/article/pcc-opens-new-police-desk-at-library/">www.gwent.pcc.police.uk/news/story/article/pcc-opens-new-police-desk-at-library/</a></li> </ul> | 1, 2, 3 | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race<br>Religion or Belief<br>Sex (Gender)<br>Sexual Orientation |
| 7 | Community engagement by the Commissioner, Deputy Commissioner and OPCC staff to ensure the views of communities are considered in decision-making processes and policy development | <ul style="list-style-type: none"> <li>Just under 400 public engagement activities between April 2014 and March 2015, across a range of diverse groups<br/><a href="http://www.gwent.pcc.police.uk/engagement/events-and-meetings/">www.gwent.pcc.police.uk/engagement/events-and-meetings/</a></li> <li>Continued use of social media with</li> </ul>  | 1, 2, 3 | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race   |

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|   |  | <p>increased followings on both Twitter and Facebook and App downloads</p> <ul style="list-style-type: none"> <li>• Commissioner's regular column in South Wales Argus to keep public informed on policing-related current affairs affecting Gwent (also published on OPCC website)<br/><a href="http://www.gwent.pcc.police.uk/news/story/article/working-with-and-understanding-our-population/">www.gwent.pcc.police.uk/news/story/article/working-with-and-understanding-our-population/</a></li> <li>• Re-launch of the former PACT process as <i>Your Voice</i> to support regular and effective force engagement with communities</li> <li>• Public consultations for the policing precept and Police and Crime Priorities for 2015/16; police station access; Community Remedy options for out of court solutions for low level crime and anti-social behaviour<br/><a href="http://www.gwent.pcc.police.uk/news/story/article/victims-to-have-a-say-in-how-offenders-should-be-punished/">www.gwent.pcc.police.uk/news/story/article/victims-to-have-a-say-in-how-offenders-should-be-punished/</a><br/>All feedback received was used to inform the decision-making on these issues</li> </ul> |         | <p>Religion or Belief<br/>Sex (Gender)<br/>Sexual Orientation</p>                                 |
| 8 | Engagement and activities with young people to ensure their views are considered when planning priority work areas | <ul style="list-style-type: none"> <li>• Quarterly regional meetings with the Gwent Youth Forum</li> <li>• Funding support to ensure continued engagement with the above during 2015/16</li> <li>• Provision of a residential workshop in</li> </ul>   | 1, 2, 3 | <p>Age<br/>Disability<br/>Race<br/>Religion or Belief<br/>Sex (Gender)<br/>Sexual Orientation</p> |

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|   |   | <p>February 2015 for Youth Forum members to further explore issues raised at Forum meetings, including policing matters. 25 young people attended and the overall feedback was positive. Workshop outcomes are being used to help develop the relevant areas</p> <ul style="list-style-type: none"> <li>• Involvement on young people on the Partnership Fund assessment panel for 2014/15<br/><a href="http://www.gwent.pcc.police.uk/news/story/article/young-people-help-decide-how-cash-seized-from-criminals-is-spent/">www.gwent.pcc.police.uk/news/story/article/young-people-help-decide-how-cash-seized-from-criminals-is-spent/</a></li> <li>• Commissioner's participation in the Caerphilly Youth Forum 'Question Time' answering their questions on domestic abuse provisions for young people, improved awareness of mental health issues, work experience and relationships with the police</li> </ul> |         |   |
| 9 | Consideration of equality duties within the OPCC Strategic Commissioning Intentions and other funding decisions | <ul style="list-style-type: none"> <li>• Seven impact assessments carried out between April 2014 and March 2015 for the Strategic Commissioning Intentions and related projects<br/><a href="http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-analysis/">www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-analysis/</a></li> <li>• Partnership Fund 2014/15 awards made to organisations supporting equality-related activities/organisations:<br/>Show Racism the Red Card</li> </ul>   | 1, 3, 4 | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race<br>Religion or Belief<br>Sex (Gender)<br>Sexual Orientation |

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|    |   | <p>International Friendship Group (migrants and asylum seekers)<br/> Torfaen and Blaenau Gwent MIND (mental health)<br/> MARS (migrants and asylum seekers)<br/> Umbrella Gwent (LGB&amp;T support)<br/> <a href="http://www.gwent.pcc.police.uk/news/story/article/communities-share-cash-seized-from-criminals/">www.gwent.pcc.police.uk/news/story/article/communities-share-cash-seized-from-criminals/</a></p> <ul style="list-style-type: none"> <li>• Funding support provided to Cruse Bereavement Service for their teenage bereavement support programme to help young people overcome issues associated with grief and bereavement and help manage the risk of harmful behaviour</li> <li>• Initial partners involved with the <i>Connect Gwent</i> hub include Victim Support Gwent Hate Crime Co-ordinator; Umbrella Gwent (LGB&amp;T); Age Cymru; Embrace (child victims of crime); Youth Offending Services; Aneurin Bevan University Health Board (mental health); New Pathways (rape and sexual violence). Service provision aims to be inclusive and fair regardless of background and experiences of victims</li> </ul> |      |  |
| 10 | Regular meetings between the Commissioner and Gwent Police Staff Support Networks to provide opportunity to discuss Network activities and any matters or opportunities arising | <ul style="list-style-type: none"> <li>• Provision of funding support to Gwent Ethnic Minority Association (GEMA) for their development day in 2014</li> <li>• Attendance at the regional Black Police</li> </ul>  | 1, 2 | Gender Reassignment<br>Pregnancy and Maternity<br>Race |

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|    |   | <p>Association meeting in January 2015</p> <ul style="list-style-type: none"> <li>OPCC provision of secretarial support to the Gwent Police Disability Support Network</li> </ul>  |         | <p>Religion or Belief<br/>Sex (Gender)<br/>Sexual Orientation</p>   |
| 11 | <p>Commissioner, Deputy Commissioner and OPCC meetings with strategic partners to provide continued engagement and opportunities to explore collaborative working and other support</p> | <ul style="list-style-type: none"> <li>Meeting with BAWSO and follow-up visit to their Newport domestic abuse refuge supporting ethnic minority victims</li> <li>Funding support to Race Council Cymru for joint engagement and mapping work with BME communities across Gwent, particularly in the valley areas (to commence in 2015/16)</li> <li>Discussions with Torfaen People First and SEWREC to provide advocacy support to service users feeding back their experiences of stop and search to the OPCC</li> <li>Commissioner's keynote address to Race Council Cymru's All-Wales Annual Race Equality Conference 2015 on 'Promoting Community Cohesion and Progressing Racial Inclusion and Equality within Gwent'</li> <li>Commissioner appointed Chair of Association of Police and Crime Commissioner's (APCC) national Workforce and Equality, Diversity and Human Rights Group</li> <li>Lead organisation for funding co-ordination and launch of pan-Wales Integrated Offender Management (IOM)</li> </ul> | 1, 2, 4 | <p>Age<br/>Disability<br/>Gender Reassignment<br/>Race<br/>Religion or Belief<br/>Sex (Gender)<br/>Sexual Orientation</p> |

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|  |  | <p>Women's Pathfinder Project to divert women from custody<br/><a href="http://www.gwent.pcc.police.uk/news/story/article/new-scheme-to-reduce-female-offending/">www.gwent.pcc.police.uk/news/story/article/new-scheme-to-reduce-female-offending/</a></p> <ul style="list-style-type: none"><li>• <i>Connect Gwent</i> Partnership Event held in March to further engage with strategic partners in support of services available to victims via the hub</li><li>• Commissioner's Co-Chairing of the joint APCC/Independent Advisory Group national Hate Crime Conference. Policy Officer (Victims) was also a guest speaker regarding the establishment of <i>Connect Gwent</i> and supporting victims of hate crime</li><li>• Membership of the Mental Health and Learning Disability Partnership Board to better understand related issues and support joint initiatives within this area</li><li>• Creation of <i>Safer Gwent</i>, under the Commissioner's Community Safety Strategic Commissioning Intention. This multi-agency body brings together statutory, third sector and other organisations linked to community safety to provide a joined-up approach to related problem solving across all communities in Gwent</li></ul> |  |  |
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| 12 | Monitoring public complaints against police officers and quality of service issues to ensure adherence to complaints processes and fair treatment of both public and officers | <ul style="list-style-type: none"> <li>• Five complaints against the Chief Constable were received between April 2014 and March 2015</li> <li>• 209 quality of service issues were received by the OPCC for 2014/15</li> <li>• OPCC Complaints File inspections ensure force handling of complaints processes has been conducted fairly and appropriately</li> </ul>   | 1, 2    | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race<br>Religion or Belief<br>Sex (Gender)<br>Sexual Orientation |
| 13 | Staff development and training relating to equality and diversity   | <ul style="list-style-type: none"> <li>• All OPCC staff completed the NCALT e-learning training on the Equality Act 2010</li> <li>• Safeguarding children briefing given to all OPCC staff to ensure awareness of duties placed on the Commissioner</li> <li>• Attendance at a number of local and national conferences and training events: <ul style="list-style-type: none"> <li>- College of Policing Confidence and Equality Practitioners' Network Conference</li> <li>- Older People's Commissioner for Wales event 'Crimes Against and Abuse of Older People in Wales'</li> <li>- Older People's Commissioner for Wales training event 'Ageism and Discrimination in Older People'</li> <li>- Student Sex Work Project conference to understand the issues behind student sex work and better support local partnership work to tackle wider concerns</li> <li>- Public Health Wales conference</li> </ul> </li> </ul> | 1, 2, 3 | Age<br>Disability<br>Gender Reassignment<br>Pregnancy and Maternity<br>Race<br>Religion or Belief<br>Sex (Gender)<br>Sexual Orientation |

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|  |  | 'Management of Vulnerability: Protection from harm to self or others', with a workshop on supporting young people in the criminal justice system |  |  |
|--|--|--|--|--|

### 3.0 Other activities undertaken in 2014 – 2015

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

- Continued support to the Positive Futures initiative to expand across the remaining areas of Gwent following its success within Newport. The programme engages with young people and provides involvement and diversion from the criminal justice system through sport, whilst helping eliminate discrimination and advance equality of opportunity between and within different communities



[www.gwent.pcc.police.uk/news/story/article/futures-bright-for-jermaine/](http://www.gwent.pcc.police.uk/news/story/article/futures-bright-for-jermaine/)

- OPCC stop and search dip-sampling provides members of the community with an opportunity to look closely at how Gwent Police are using their powers, supporting the Commissioner's scrutiny of the force [www.gwent.pcc.police.uk/decision-log/?ref=PCCG-2014-059](http://www.gwent.pcc.police.uk/decision-log/?ref=PCCG-2014-059)



- Maintenance of volunteer schemes provides the public with an opportunity to be involved with the work of the OPCC. The current age range of individuals participating in the Independent Custody Scheme is mainly over 50 years

[www.gwent.pcc.police.uk/engagement/getting-involved/](http://www.gwent.pcc.police.uk/engagement/getting-involved/)

- Undertaking an extensive self-assessment of its use of and capabilities regarding the Welsh language in response to the Welsh Language Commissioner's Welsh Language Investigation. This will provide the foundation for the Welsh Language Commissioner's decision on the level of Welsh language standards to apply to the OPCC

[www.comisiynyddygybraeg.org/english/news/Pages/Welsh-language-standards-in-regulations.aspx](http://www.comisiynyddygybraeg.org/english/news/Pages/Welsh-language-standards-in-regulations.aspx)

- Membership of the Women in the Criminal Justice Service multi-agency forum provides an understanding of the issues facing women within or transitioning out of the criminal justice system and allows opportunities for joint-working in this area. For example, the Commissioner provided funding support to the 'Prisoners' Housing and Social Care: The Challenges and Opportunities of Change' conference, to explore the impacts of changes in housing and social care-related legislation on the resettlement and rehabilitation of all offenders
- Continued membership of the Newport Multi-Agency Migration Forum to ensure oversight of issues and support for migrants, asylum seekers and refugees in Newport (an asylum dispersal area)
- Planning of focused activities for Hate Crime Week 2015 in partnership with Gwent Police
- Signing-up to support the Ageing Well in Wales Programme 2014-2019; the OPCC will consider its aims when carrying out strategic planning or policy implementation
- Supporting Blaenau Gwent Local Service Board's pilot to create a Dementia Friendly Community
- Taking a partner role within the Gwent Anti-Slavery Consultation Group which ensures oversight of local issues, developments and other implications relating to vulnerable people that may be at risk of trafficking and slavery



- Funding support to the Monmouthshire Restorative 'Making the Connections' Project to provide wider training opportunities to police officers and other partners to help address anti-social behaviour and youth crime figures and develop community cohesion
- Continued support of the Gwent Drug Interventions Programme (DIP) which provides interventions for drug-misusing offenders throughout their criminal justice journey. Gwent DIP is funded by the Commissioner and DIP workers are based in police stations, Courts

and prisons to provide equal opportunity for people to access support from the point of arrest, through sentencing and imprisonment to resettlement in the community [www.gwentdip.org.uk/](http://www.gwentdip.org.uk/)

- Support to the Stonewall UK #nobystanders campaign to tackle sexual orientation and gender identity bullying, abuse and hate crime

#### 4.0 Future activities

Future activities planned by the OPCC include:

- Provision of Dementia awareness training for OPCC staff
- Positive action aimed at recruiting younger volunteers to the Independent Custody Visiting Scheme during the next round of recruitment in 2015/16
- Revision of the OPCC's Strategic Equality Plan and Objectives for 2016-2020 to ensure they remain relevant
- Hosting a workshop with young BME people to explore perceptions and experiences of stop and search and help inform further work in this area
- Launching an OPCC Stop and Search Quality of Encounter survey to gain anonymous feedback from individuals on their stop and search experiences in Gwent. Additional organisations will be approached to provide advocacy to support individuals that may wish to report their experiences but need assistance to do so
- Revision and production of supporting Stop and Search 'Know Your Rights' printed and web-based materials to ensure that the information is as accessible as possible for all groups and communities
- Attendance at the national 'Next Steps to Tackle Hate Crime in Every Community' conference in May 2015

