

Gwent Police Equality Report 2013



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1 Introduction

This report outlines the progress made to drive forward equality and diversity matters through the Strategic Equality Plan (SEP) and the Strategic Equality Objectives, in line with the Specific Duties under the Equality Act 2010.

The SEP was published on 6th April 2012 and set out the Force's equality and diversity priorities over the next 4 years. The SEP Action Plan links these objectives with specific actions and, outcomes, giving clear responsibility for each element and setting out the owner of each action and the timescale for completion. Each element aims to work towards meeting our general duty under the Equality Act 2010.

This Annual Report has been published to evidence compliance with the Scheme through the identification of the excellent work the force has undertaken to mainstream equality through its policies, processes and functions.

Our Commitment to Equality

In October 2010, the new Equality Act introduced a Public Sector General Equality Duty, which requires Gwent Police, in the exercise of both of its internal and external functions, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The Equality Duty applies to both Police personnel and members of our communities who share 'Protected Characteristics'. There are 9 Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

In order to assist public bodies, there are 'Specific Regulations' which set out in more detail how we can work towards achieving the aims of the General Equality Duty. There are different Specific Regulations for England and Wales, and as Gwent Police are non-devolved, we are legally obliged to meet the English Regulations. However, as a Welsh Force working with devolved partner organisations, wherever possible, we will be seeking to also meet the requirements of the Welsh Regulations wherever possible.

To do this, Gwent Police will:

- Publishing annual Equality Information relating to the protected characteristics of our employees and the protected characteristics of people affected by our policies and practices.
- Publish an annual Equality Report outlining how we are meeting the aims of the general duty and, identify progress and effectiveness towards fulfilling each equality objective in the Strategic Equality Plan.
- This plan sets out how we will seek to ensure we meet our Equality Objectives. Assess the impact of our proposed policies and practices against our General Equality Duty by continuing to use our Equality Impact Assessment process.

The commitment to equality also reflects Gwent Police's strong set of values which set out clear expectations for our community about the way in which we deliver the services it provides. Fairness and equality sits at the centre of these values and is the central pillar of everything we do in policing. Our values are to be Trusted; Fair; Professional and Responsive.

The Equality and Diversity Board meets on a quarterly basis and sets the strategic equality agenda. The meeting is chaired by the Deputy Chief Constable and members of the board include a representative from each support network. Equality objectives are led by one nominated strategic lead with updates, success and any blockages to progress being reported to the Deputy Chief Constable through the Equality and Diversity Board.

3 Background

Our Single Equality Action Plan is focussed on those actions that were planned in order to achieve equality and diversity outcomes within our Scheme and to deliver a better service. The Action Plan is intended to make a positive impact in the way we carry out our day to day business and each objective made reference to its link with one of the three strategic themes, (Operational Delivery, People and Culture and Organisational Processes) as identified by the NPIA Confidence, Equality and Human Rights Tripartite Strategy.

4 Strategic Equality Objectives Progress and Achievements

Objective 1: Domestic Abuse and Honour Based Violence

To ensure that Gwent Police's response to domestic abuse is appropriate and accessible to all communities, including those that may face particular barriers in reporting domestic abuse incidents, and to establish a true picture of the number and nature of Honour Based Violence (HBV) incidents that occur in the Gwent Police Force area.

Delivery of this objective is primarily through the forces' "Policing Domestic Abuse Framework." The Public Protection Unit has been developing a new performance framework which focuses on quality of service as well as on quantitative data. The ability to capture details relating to a person's age, disability, sexual orientation, race and religion and gender identity to facilitate effective monitoring of these protected groups at the earliest possible stage will be in place following the implementation of the NICHE Resource Management System, expected late in 2013.

The September report outlines the positive news in relation to the increases in sanctioned detections for serious violence and domestic abuse. The new focus of the Serious Violent Crime Team on high risk domestic abuse is having an impact with 60% of cases resulting in a charge and 80% of those charged are being remanded in custody. This is significant and a positive step in the protection of victims of domestic violence.

The continued decrease in offences of serious violence puts Gwent Police in the top 5 forces in England and Wales. We have been in the top 5 forces for 8 out of the last 10 months which is a positive reflection on the work of the LPU's and the reduction strategy that is in place.

The introduction of the daily Domestic Abuse Conference Calls (DACC) across the force is having an impact on the early identification of risk and the identification of repeat victims and offenders. This is resulting in more cases progressing to a Multi Agency Risk Assessment Conference (MARAC) which ensures that measures are in place to protect and safeguard victims.

The roll out of DASH (Domestic Abuse Sexual Harassment) training highlighted the issues of violence against women and the need for a domestic abuse national training strategy. The aim of this training was to improve the identification and response to individuals suffering violence. It also aimed to identify forced marriage issues which developed into a culturally sensitive information campaign for local community groups on forced marriage and honour based violence. To date 1085 police officers and 185 Community Support Officers have received DASH Training. Specialised Domestic Violence training has been delivered to 7 Lesbian, Gay, Bisexual and Transgender (LGB&T) Liaison Officers and 2 members of the Public Protection unit.

The force is continuing to engage with diverse communities and third party organisations to provide information about domestic abuse, including a range of reporting options. In recent years, Gwent Police has implemented a number of initiatives around training, awareness raising and information

sharing with partners to ensure that all victims of domestic abuse are given appropriate levels of support and enhanced investigation after reporting an incident.

The training given to the LGB&T Officers means that victims of same sex domestic abuse can now be assured of a greater understanding of their needs and the kind of support they need throughout the reporting, investigation and court process. The officers are also able to signpost the victims to other relevant agencies for support. This team is the first in Wales. The LGB & T Officer service was publicised at the Mardi Gras in 2012. Workshops and awareness have also been delivered through summer events such as the Mardi Gras for LBG&T communities.

Incidents of same sex domestic abuse are under reported. This could be for a variety of reasons, perhaps because of the fear of being “outed” or perhaps because victims feel they wouldn’t be taken as seriously as abuse between a man and a woman.

According to Broken Rainbow, a national LGB&T Domestic Violence Helpline, more than 3,000 calls were taken in 2010. The groups says surveys show that at least 1 in 4 LGB&T people experience domestic violence. Gwent Police offers extensive support to victims of domestic abuse but the LGB&T officer service is tailored to recognise the particular needs and concerns faced by someone in a same sex relationship.

This service means that victims of same sex domestic abuse are offered additional support from the moment they report a crime. As with anyone in an intimate relationship who have concerns about a partner, those in same sex relationships can also apply for disclosure under Clare’s Law.

If the LGB&T officer service gives victims of same sex domestic abuse the confidence to report an incident and follow it through the investigation and court process is a positive step in tackling and combatting these awful crimes.

We are working towards providing all officers and staff with information about communities that may face particular barriers to reporting domestic based violence and giving victim’s access to the tailored support that they may need.

Honour Based Violence training has been delivered, through the learning and development department, to 420 officers and 124 staff within the force. Further training in this area will be delivered in 2013/14. Raising awareness of HBV honour based violence within schools and colleges is currently be undertaken via the Schools Liaison programme within the ‘Save Me’ lessons and a specific HBV package that is available for teaches to use.

Objective 2: Hate Crime

To ensure that victims of all types of hate incidents and crimes receive an appropriate response from Gwent Police that identifies vulnerability at an early stage, best supports them, and increases the chances of a successful prosecution.

Delivery of this objective is primarily through the Gwent Police’s Hate Crime Action Plan. Motivated by hostility towards a person’s transgender, sexual orientation, race, religion or disability, hate crimes can affect some of the most vulnerable members of our communities. Victims can be reluctant to report incidents for a range of reasons. They may face physical barriers like communication difficulties, or have low confidence in the police because of previous experiences or concerns that they will not be provided with appropriate support.

Hate crimes have a devastating effect on their victims, and, sadly, can often end in tragedy. Cases like Stephen Lawrence and Fiona Pilkington and her daughter Frankie Hardwick, illustrate the impact that prejudice and intolerance can have on our communities. To help officers and staff effectively deal with hate incidents and crimes, and support victims appropriately, Gwent Police published a new hate incident procedure. Hate Crimes and incidents have been included in the new risk assessment process launched for anti social behaviour incidents.

One of the key recommendations in the Wales summary report of the Equality and Human Rights Commission (EHRC) report *Hidden in Plain Sight* was to work in partnership to respond to and prevent harassment and to share effective practice. In response to the Commission's Inquiry into disability-related harassment, and in consultation with key external stakeholders, the 4 Welsh forces agreed to the above equality objective on Disability-Related Harassment (DRH).

As chair of the All Wales Diversity group, former Chief Constable Jackie Roberts (Dyfed Powys Police) agreed to pilot a DRH Multi-Agency Risk Assessment Conference (MARAC) in the Dyfed Powys Police area so that a toolkit could be devised and utilised by all the Welsh Police Forces. This was to provide a consistent and effective service to victims of disability related harassment.

The commitment of the All Wales Diversity group is to make MARAC a process which focuses on both victims and offenders of disability-related harassment. It will link to risk assessments in respect of victims of anti-social behaviour, identify whether victims are disabled, and consider whether or not the disability may have been a factor in why incidents of anti-social behaviour have occurred.

Key recommendations of the DRH MARAC pilot to date include;

- Early identification is crucial and all partnership services should ensure that they have the best possible systems in place to identify victims of disability related harassment (hate crime victims) rather than anti social behaviour at the earliest of time.
- There is indeed a need for a MARAC process to deal with matters of high risk victims of hostility in a professionally manner with a multi agency approach. However actions may need to be considered on a wider basis than just disability related harassment, with the criteria reflecting this, in order to protect high risk victims targeted due to hate per say and to prevent repeat victimisation of such cases.
- It is imperative that we do not limit professional judgement when identifying risk.
- It is essential that a generic risk assessment and referral document be utilised by all statutory services, so that measuring of risk is consistent.
- Decisive work needs to be on going, following the completion of the DRH MARAC toolkit in order to arrange for key members from the partnerships to commit to the DRH MARAC with attendance, decision making and with the follow up actions after the MARAC.

The All Wales DRH MARAC working group met in March 2012 to discuss the developments and findings from the pilot with a view to gain agreement by September 2012. A multi-agency SharePoint system is currently being developed and trialled in Torfaen County Borough Council area for both anti social behaviour and hate crime. In February 2013, Gwent Police established Victim Risk Assessment for all repeat callers, victims of anti social behaviour and victims of hate crime.

Every quarter, Gwent Police reviews hate crimes and incidents to quality assure our response to, and recording of, incidents. We are also now working closely with the Crown Prosecution Service (CPS) to learn the lessons from cases as they move through the criminal justice system. Every quarter Gwent Police meet with the CPS and community representatives to review hate crime prosecutions to learn any lessons about missed opportunities so that future victims of hate crime are given the highest quality of service.

Successful cases are publicised wherever possible and best practice in this area has includes publication of cases in the South Wales Argus, All Wales Hate Crime Bulletin and the national True Vision website.

Gwent Police continues to engage with communities where evidence suggests that a lack of trust or under reporting exists. Two further disability reporting centres have been established for disabled people. The Community Hate crime seminar delivered information to over 70 community representatives in May 2012 and there is on-going engagement via formal meetings with several groups e.g. Newport Gypsy Roma Travelling Steering Group which meets bi-monthly, and informal contact with Neighbourhood Policing Team (NPT) staff. A neighbourhood policing team officer in Brynmawr has regular contact and holds events with the local Gypsy/Traveller Community.

Raising the awareness of officers and staff in their ability to recognise hate incidents, investigate cases successfully and provide effective and appropriate victim support is a priority. Phase one of the hate crime training initiative has begun with training for Force Control Room staff and front line officers. Ten Hate Crime Champions received presentation skills and hate crime awareness training in June 2012. Force wide briefings on hate crime were delivered via these Hate Crime Champions in the Autumn 2012. Feedback from one staff member was; "I have dealt with many calls in the past which have been hate incidents, but never fully appreciated the devastating impact this type of crime can have; this course will definitely help me to understand that impact".

Caerphilly Local Policing Unit formed a working party with approved Mental Health Social Workers to revise the joint protocol for S135 assessments in the community. This should help all the professionals understand each other's roles and responsibilities and better improve communication, with the view to provide a better outcome for the person who really matters, the victim. This work can be quickly shared with the other four Local Authorities and Local Policing Units.

As part of Gwent Police's commitment to improve the Quality of Service for all victims, especially those who are victims of Hate Crime, an additional box has been added to the Case Summary (MG5) Form to allow officers to identify a case as hate crime related and more easily record the type of hate crime it relates to. Previously, there was nowhere within the MG forms to effectively flag up hate crime cases to the CPS. This change will assist the CPS in identifying Hate Crime cases far more easily, so that they can institute the protocols they have in place which are designed to improve the chances of securing a hate crime conviction for the victim and also increase the sentencing power of the court.

Staff from Gwent Care & Repair Agencies recently attended an awareness session delivered by staff from Gwent Police to support the 'Target Hardening' contract that was awarded earlier this year. The programme consisted of topics including: crime prevention, domestic violence, witness protection, serious violence & sexual offences, Community Cohesion & Prevent. It allowed staff to look at the work specialist departments undertake; have an understanding as to why the work of care and repair is important to us and victims; the sensitivities that the fitters should display towards the victims as well as some do's and don'ts when visiting clients.

TecSOS (Technical SOS) continues to be used as an emergency call facility via a mobile telephone available to victims and people vulnerable to domestic violence, honour based violence, stalking/harassment and hate crime who have been risked assessed as 'high risk'. In order to raise awareness of this facility amongst those members of staff in workstreams who may wish to consider issuing the phones, two briefing sessions were delivered by external experts in this area.

Gwent Police and the criminal justice lead for Welsh mental health charity 'HAFAL' met to discuss the appropriate methodology for assessing satisfaction and confidence levels, Details of 'HAFAL' projects in Gwent allowed engagement with project leaders to request assistance with identifying appropriate measures and means for collecting data in relation to satisfaction and confidence levels.

As part of staff development all public contact staff were required to complete the NCALT based learning product 'The Mental Ill Health & Learning Disability Awareness' programme. This programme intends to provide support to staff in the form of general awareness learning for those who may come into contact with individuals experiencing mental ill health or learning disabilities. The e-learning comprises a series of practically based situations, that it is anticipated will take learners about 2 hours to complete.

As part of the Mental Ill Health Implementation Board, a group of people with learning disabilities was asked what they thought were the most important things for police officers and staff to know about working with a person that has a learning disability. The group identified that there were specific departments within Gwent Police that would benefit from having an awareness of learning disabilities and that there were key things they should know.

The focus group thought that the most important roles or departments to have an awareness of issues relating to learning disabilities were Force Control Room and Station Enquiry Officers. The group also made suggestions about other specialist roles like Firearms, Custody, Neighbourhood Support, Dog Handlers, Support Group, Crime Department and Neighborhood Policing Teams. Some of the comments made during the focus groups were;

“Ask me questions in plain English that I can understand and be patient with me as it may take a while to answer or tell you what has happened”

“Speak clearly and slowly and use simple English”

“I may not be able to read and write even if I say I understand what is written down”

“I need you to help me feel calm”

“Get to know me before there is a problem so that I trust you to tell you if something happens”

“Remember if I have a certain type of learning disability I may be over sensitive to touch or stimulation and react badly”

“I would need the dog called away (by the dog handler) as soon as it has found me and the handler to tell me it will not hurt me”

“Remember how frightening you are in your (support group) uniform with all your equipment and that this may make me react in an aggressive manner”

“Remember I may not speak English (for example I may use sign language)”

The LGBT Liaison Officers have been in place since December 2010 to provide support and guidance to victims of LGBT hate crime. The additional service for same sex domestic abuse victims is to be offered alongside the existing support given to victims of domestic abuse in Gwent.

Objective 3: PREVENT

To work with all communities to minimise any negative impact that counter terrorism operations and activity may have on them, and to improve confidence in communities to report incidents of concern.

All actions under this objective have been completed. A Hate Crime review has been conducted. The Police PREVENT agenda aims to increase the resilience of communities to engage with and resist violent extremists. This will ensure that social structures exist with strong leadership, civic engagement, articulating shared values and isolating violent extremists and those who provide them with support. There are currently clear action plans in place for Gwent Police and partners across the Local Policing Units/Community Safety Partnerships around PREVENT and progress reported.

The new Partnership delivery plan is currently being devised and is due for publication, complete with full Equality Impact Assessment (EIA) in July 2013. Engagements with young Asian communities and Asian women have taken place. Young Muslim males are contacted regularly through Project Rich Picture (Project Rich Picture was set up shortly after the suicide bombings in London in July 2011 after it became clear that British-born citizens were becoming radicalised. The goal is to

become more proactive at identifying those who may be being groomed for terrorism and those doing the grooming, and so to spot where terrorism may next occur) and are invited to community representatives meetings with the police. Project Shanaz leads within Gwent Police have been identified, although the project is now community led. Officers also meet with Asian women's groups on a weekly basis to address any concerns in relation to crime and disorder.

The Gwent Police external website has been fully updated with material, as part of the communications strategy, to provide communities with accessible information about Prevent, its purpose and Police activities. Partnership training and an awareness group was established in October 2012 to baseline prevent awareness.

Awareness training will be delivered to key front-line professionals initially, before community sessions are delivered.

School Community Police Officers have been trained to deliver a module on Challenging Extremism. Challenging Extremism is part of the GOT (Getting On Together) project which seeks to promote tolerance and respect and fits in with the Government's PREVENT strategy. It will only be used in Gwent schools where local officers, the School Community Police Officers and teachers feel that it would be beneficial. During the Challenging Extremism sessions, pupils are shown a DVD that looks at three strands:

1. Sowing the seeds of extremism
2. Nurturing extremism
3. Harvesting extremism

The pupils are encouraged to reflect on their own thoughts, views and experiences and take part in an open debate.

Objective 4: Custody

To identify the specific needs of people who share Protected Characteristics in order to ensure the service they receive in custody is appropriate and flexible.

Work with communities has taken place to raise awareness of police officers and staff working in custody of the needs of people from diverse backgrounds. Focus groups took place in July 2012 with young people. All Gaolers now receive an input on equalities and the requirement of diverse communities. The custody unit now keeps documents in a variety of languages has access to Language Line for peoples whose first language is not English and is not covered by any of the available leaflets. Improvements in the forces ability to review and improve monitoring of protected characteristics within the custody system will be in place following the implementation of the Resource Management System in 2013/14. This will further assist in informing risk assessment and/or the design of services.

Objective 5: Gypsy and Traveller Communities

To increase the trust and confidence of Gypsies and Travellers in our policing services and promote positive relationships between the police, Gypsies and Travellers, and settled communities.

A Manual of Guidance has been developed to help improve the trust and confidence of Gypsies and Travellers in the Gwent Police area. Gwent Police acknowledges the status and unique lifestyle of Romany Gypsies and Irish Travellers as distinct ethnic groups. It affirms that like the settled community, Gypsies and Travellers are entitled to a life free from the fear of crime, harassment and intimidation. Gwent Police commitment will:

- Provide a consistent police response toward Travellers/Gypsies, Landowners/ agents and other members of the settled community.
- Consult Gypsies and Travellers as well as the settled community when making decisions that impact on their lives.

- Proactively investigate allegations of crime, harassment and intimidation directed against them.
- Be demonstrably fair, open and transparent in all dealings with Gypsies, Travellers and the settled community. The overall stance of Gwent Police is that in considering any unauthorised encampment a balance must be maintained between the rights of those encamped and the rights of the landowners and settled society. Police officers must act in a neutral, objective and open way.

Gwent Police are represented at Gypsy Roma Traveller (GRT) History Month events. The GRT History months is used as an opportunity to increase awareness about these diverse cultures and the events taking place by publishing information within the force. A member of the Community Cohesion team attends the Newport GRT steering group, regular contact is made with settled travellers to provide information around policing services and officers also carry out initial visits to newly arrived transient travellers to provide information about local services.

Objective 6: Stop and Search

To ensure that stop and search activities are carried out in a way that is lawful, proportionate, non discriminatory, and foster positive relations within and between communities and the police.

Delivery of this objective is primarily through the force's Stop and Search Improvement Plan which seeks to deliver outcomes in the following 6 key areas. It consolidates outstanding actions from the Force's previous 'Stops Improvement Plan' and recommendations from the National Police Improvement Agency (NPIA) Next Steps Team's return visit to Gwent in July 2012. It also incorporates the recommendations and observations from feedback from HMIC following their inspection of Gwent Police in February 2013. The areas covered are:

- Policy
- Training/Awareness
- Leadership and Governance
- Communications and Engagement
- Systems and Processes
- Intelligence Led Working

All current stop and search data and force policy, which sets out Gwent Police's aims in relation to delivering policing services that are trusted, fair, professional and responsive through the effective use of Stop and Search powers, are available on the public facing section of the Gwent Police website.

The OPCC retains responsibility for the scrutiny of stop and search. It is also responsible for the dip sampling group (consisting of Independent Advisory Group members) and produces the resulting activity report for the Commissioner and the Strategy and Performance Board, as part of its scrutiny role. This report is shared with the Independent Advisor Group for discussion as part of their involvement in the process.

The Force will work, in conjunction with the OPCC office of the Police and Crime Commissioner (PCC) and IAG, to support their own monitoring and evaluation process and apply the lessons learnt. A cross function inspection will take place to review the current implementation of the force procedure in the light of the national HMIC review and the recent publication of amended procedures. An effective briefing system is in place and Stop Search data is discussed as part of the Assistant Chief Constables performance meeting and the daily briefing system has been adapted to take account of Stop and Search issues.

Objective 7: Access and Engagement

To reduce identified barriers people face in accessing police services through maximising engagement opportunities with people who share protected characteristics.

Delivery of this objective is primarily through Gwent Police's Engagement Strategy and implementation plan, which was launched in August 2012. A key part of this Strategy is a mobile police station service, with a timetabled programme, visiting 235 locations across Gwent. The mobile stations are used to engage with people at events, and in their immediate locality. The mobile stations are fitted with ramps and TV screens, to accommodate different types of disability. This represents an enormous expansion of our opportunities to meet and engage with the public. Feedback has been hugely positive and it is clear that the public really value the presence of mobile police stations in their communities, and the opportunity to meet and talk about policing issues with police and community support officers.

As well as the SMS emergency text service the force has developed a non emergency text service, for people with communication difficulties, and the Pegasus Scheme forms part of the Accessibility Strategy's Implementation Plan. The Pegasus Scheme gives vulnerable people a password to quote if they need to report an incident to ensure validity of the caller identity. Specific focus groups have also been held with people with learning disabilities, local Deaf forums and other disabled people to assist in design of policing services.

Gwent Police is seeking to ensure that younger people are effectively engaged and are able to contribute to the sharpening of policing services. Gwent Police has developed a Youth Opinions Board and the members of the board have this year participated in the consultation around the Stop and Search Policy. This Board also have a Facebook page for interaction with Gwent police.

Keeping older people effectively updated with appropriate policing and community safety information is also important. In Monmouthshire all teams are expected to provide an enhanced service to the vulnerable and elderly.

The Online Watch Link (OWL) has also been promoted to older persons groups as a means of keeping up to date with policing information for their area. OWL is an award winning internet based system to support, administrate and invigorate Neighbourhood Watch and other types of community watch schemes. It empowers communities, voluntary and public services allowing everyone to fully participate in watch schemes together. In addition to the two-way communication methods, OWL also offers a number of other key features, including:

- Information regarding the local police station, Neighbourhood Police Officer / PCSO and their office / mobile number if available, as well as linking to local NHW and police websites.
- Crime Maps – compliments and builds on existing crime mapping provided by Gwent Police. The charts exclusively created for OWL use the latest official crime data to provide a visual comparison of crime across districts putting local data into context and offering the public a better understanding of local crime trends.

Key benefits include the ability to send crime alerts and messages to recipients by selecting individual addresses, streets, watches, areas, wards, towns or watch schemes, or a combination of all or any. These can be printed and hand delivered to elderly/vulnerable communities by known co-ordinators who provide further reassurance. In the event of a critical incident (flooding, explosion, etc.) urgent messages can be sent via OWL to the public through phones, mobiles, fax machines and e-mail within targeted areas. Providing communications to as many people as possible at an early stage is critical for public confidence an OWL is by no means limited to working with just Neighbourhood Watch. Appeals for information can be sent to the public regarding local incidents and, importantly, they can be sent success stories to help reduce the fear of crime. OWL makes Neighbourhood

Watch accessible to a diverse range of people. The system can be used to engage with younger people, challenging the stereotype that Neighbourhood watch is only for the elderly and assist in building inter-generational links within communities.

The School Liaison Programme, in particular the lesson 'Save me', engagement with the colleges and Newport university at freshers' events and diversity events on campus assisted in increasing younger LGB&T awareness around issues relating to sexual exploitation and prostitution. Groups involving young LGB&T people have been invited to the Gwent LGBT Community Safety forum.

Objective 8: Recruitment, Selection, Progression and Retention

To build an inclusive and supportive working environment that encourages and supports the development and progression of all staff. We will encourage innovative initiatives to recruit, support progress and retain personnel from diverse groups.

Equality employment and service delivery data is published on an annual basis both internally and externally. Work is on-going to increase data in this area and undertake analysis to identify areas of under representation or disproportionality within employment. Consistent, accurate and robust collation and recording of employee information in terms of equality data by protected characteristics still remains a challenge, however, the new payroll and Human Resources system will be introduced from July 2013, which should ensure far more effective data collection across protected characteristics. The Stonewall Workplace Equality Index Working Group is designing a staff survey to accurately monitor employees' sexual orientation, and reviewing how the data collected will be analysed and acted upon. We are currently in the Stonewall Top 100 Employers nationally.

The High Potential Development Scheme actively seeks members from black and minority ethnic, female, disabled and LGB and T officers. The LBG&T Equality Champion has also agreed to meet with prospective candidates who are thinking of applying.

Gwent Police Women's Association offered development interview session for officers seeking to embark on the Chief Inspector promotion boards.

In relation to Special Constabulary, a member of the Community Cohesion Team attended the Cardiff Mardi Gras and handed out recruitment information. Community Support Officers working in the Maindee area have attended a number of local fairs/ faith communities group with recruitment information/ booklets. Recruitment information was made available at Newport University Caerleon Equalities/ Health and Safety event, at Ashiana, the Asian Women's group and at the Autism Fair, which was held in Cwmbran Stadium.

An All Wales Positive Action Leadership Programme was developed, with the first taking place in June 2012 and a further course taking place in December, as a result of its initial success.

Coaching and mentoring continues to be developed, as part of the supervisory network, in order to increase the ability and expertise of people within the organisation by helping others to develop their skills, to assist with career progression and the creation more effective staff within the workplace. An internal list of coaches and mentors is available within the force. In addition to the Stonewall Coaching Scheme and the British Association of Women Police Mentoring Scheme, members of the support networks received coaching training in order to assist in providing coaching to these minority groups within the force. Coaching is also organised as part of the Positive Action Leadership Programme.

The Chair of Gwent Police Disability Support Network is a Committee Member of newly formed Disabled Police Association. The Disabled Police Association is a national body representing Staff Disability networks from Police Forces across the UK. The main aim is to promote equality of opportunity for disabled people working within the extended Police family. Forces meet quarterly at national level to share best practice and discuss issues affecting disabled police officers and staff. Equality Champions have been established within the force and are working with Networks to drive

the equality agenda and deliver positive outcomes for the nine strands set out in our Strategic Equality Plan. Their role involves co-ordinating the work of the specific departments, support networks, the Independent Advisory Group and to attend the Force Equality and Diversity Board.

Work around positive action still continues to be an integral part of our recruitment process. Limited external recruitment within the force continues to reduce our ability to impact on recruitment from under represented groups.

In the recent internal police recruitment campaign, of the 186 candidates who applied, 10 candidates were from BME backgrounds. Whilst such a response will assist in increasing the number of BME police officers, it will have a detrimental effect on other roles within the force such as police staff, the Special Constabulary and Cadets. In relation to police staff external recruitment, of the 74 candidates who applied for vacancies, 5 declared themselves as being from a BME background and four declared themselves as disabled.

There has been a slight change in the number percentage of female officers within the Force compared to last year. (29.9% to 28.59% on 31.03.12) Female Police Officers with Gwent made up 29.9% of the police officer strength, as at 31 March 2013. The force will continue to work towards a 33% representation in the medium term, in line with police service trends. Our ability to achieve this target will be linked to future police officer recruitment. The force, however, has been very successful in recruiting female police officers in previous years and as at 31 March 2013 the percentage of female constables was 33.67%. This is a slight increase from the female officer percentage of 32.5% on 31st March 2012.

The force wishes to enhance its BME police officer numbers to 1.63% of the force. Currently the number of BME police officers at 31st March 2013 is 1.42%

Historically police staff have predominantly been female and occupied mainly 'back office' roles, secretarial and administrative support. Since the early nineties however, the police service has recognised the need to bring in additional business expertise at different levels of the service, therefore, the volume and types of roles being undertaken by police staff has increased. There has been a reduction in the number of senior (PO graded) posts within the organisation, however, whilst females staff represent 58.6% of police staff employed they only account for 38.5% of senior posts within the organisation. The ability to impact on the number of female staff at senior grades within the organisation is difficult, due to the low levels of recruitment at this level.

The force continues to maintain more or less equal representation of male and female CSO's. At 31 March 2013 the ratio of male to female staff was 51% (male) to 49% (female).

The numbers applying for Sergeants OSPRE Part 1 this year continue to remain low and the female pass rate is similar to last year. Both the female and male pass rate increased this year. The numbers of officers who were eligible and applied for Sergeants OSPRE Part 2 remain low, with only 15 candidates sitting the assessment centre compared to 42 the previous year. The national pass rate dramatically decreased this year and reduced to 44%, compared to an average pass rate of 79% in the previous year. This was reflected by lower pass rates being achieved by Gwent Police male and female officers.

The numbers of officers applying for Inspectors OSPRE Part 1 followed the general trend and applications from both male and female officers were lower than the previous year. The pass rate for females was lower than last year and the male pass rate slightly increased. Given the small number of female staff sitting the exam (4) very little can be read into these results. In relation to Inspectors OPSRE Part 2, more eligible females applied this year and all female candidates being successful.

Objective 9: Learning, Training and Development

To train and develop our workforce to recognise the value of Equality and Human Rights for policing.

The force offered the opportunity for staff and officers to attend at deaf/deaf blind training session which was run by Cardiff Metropolitan University. The training was aimed to:

- learn about the effect deaf/deaf blindness can have on people and how communication between them and hearing people can be effective
- learn about the nature of deafness and deaf blindness and their effect on communication with hearing, sighted people
- gain a brief outline of deaf culture and the various aids to communication available
- learn to perform basic finger spelling and the latest UK statistics relating to deafness and deaf blindness

Following the Custody Review, the PC Gaolers course was developed to include a lesson surrounding equality and discrimination within the custody arena. The Stonewall Workplace Equality Index Working group is working with learning and department to increase the hate crime input as part of the Initial Police Learning Development Programme.

A process is now in place that allows learners to request reasonable adjustments as part of formal training events within the force. Joining instructions have been amended to allow the learner the opportunity to declare, confidentially, any issues and for the force to seek to provide reasonable adjustments. Requests for reasonable have be made and adjustments were made in each case.

The LGB&T Support Network has provided training to the Force Control Room and Contact Centre on recognising and dealing appropriately with homophobic incidents and crimes. The Support Network are also exploring providing hate crime training to stewards at Rodney Parade sports ground, Newport to combat and deal with discriminatory chanting.

In February 2013 a Gwent Guardian entry was placed to raise awareness of Access to Work support and encouraging staff and officers who think they may benefit to contact them. The message was endorsed by the Chair of the Disability Support Network who was quoted as saying, "I have a visual / hearing impairment and Access to Work arranged an accessibility audit on my workplace last year. They identified ways to improve my working environment and partly funded specialist equipment that I did not even know existed. They sometimes use their discretion to fund items under the £1,000 allowance so it is always worth ringing them as they can offer advice on other available support such as workplace accessibility audit. The scheme is all about empowerment and helping to create a level playing field for disabled people and the application process is very straight forward".

Learning Disability Week was used to remind officers and staff of the seriousness of disability hate crime, and rolled out the e learning briefing which is based on the findings of the Equality and Human Rights Commission's formal inquiry into disability related harassment. The briefing gives a valuable insight into the findings of the Inquiry and lessons we can all learn.

As part of our commitment to Welsh language development in the Force, the Learning and Development Department, in conjunction with Coleg Gwent, Torfaen County Borough Council, Monmouthshire County Borough Council and the NHS, continue to run a series of Welsh language courses. The numbers attending these courses as at September 2012 and the level is noted in the chart below:

Level	Numbers
Uwch	2
Year 6 / Canolradd 2	2
Year 5 / Canolradd 1	1

Level	Numbers
Year 4 / Sylfaen 2	1
Year 3 / Sylfaen 1	9
Year 2 / Mynediad 2	10

Objective 10: Disability

To increase the trust and confidence of disabled people in the services provided by Gwent Police and to retain disabled members of staff by enabling them to participate and contribute fully by addressing barriers within the workplace where possible.

Increasing the trust and confidence of disabled people in the services we provide are also delivered through the Hate Crime Strategic Objective and the Mental Health Implementation Board. Over the past 18 months Gwent Police has been working with Aneurin Bevan Health Board representatives to write a policy to cover the occasions when persons go missing (or make themselves absent without leave) from health establishments. The policy is currently at the consultation stage.

The Caerphilly Local Policing Unit has formed a working party with Approved Mental Health Social Workers to revise the joint approach to dealing with community mental health assessment. The aim is to produce a working model that is suitable for all agencies but more importantly provides the best service and outcomes for the person who really matters, the person who is subject of the assessment. When complete this work can be implemented throughout Gwent.

The theme of Learning Disability Week this year was Hate Crime and this opportunity was used by the force to remind officers and staff of the seriousness of disability hate crime. An e-learning briefing was made available for all staff to access, which was based on the findings of the Equality and Human Rights Commission's (EHRC's) formal inquiry into disability related harassment. The Inquiry examined the way police forces respond to disability related harassment and hate crime, and in particular looked at 10 cases where a disabled person had come to serious harm, or sometimes, tragically, died.

'Hidden in plain sight' was the EHRC's final report and uncovered the fact that harassment is a commonplace experience for disabled people, but a culture of disbelief and systemic institutional failures are preventing it from being tackled effectively. The e-learning briefing included lessons learned from these cases, as well as findings from the Inquiry that are relevant to the police. There are specific recommendations for police based around ownership, leadership, accessibility, responsiveness, data recording, and recognising hate crimes.

Gwent Police Community Cohesion team developed a resource for officers when dealing with people with either physical or mental health disabilities or learning difficulties. Although it was not meant to be a comprehensive resource, it is a quick reference for police officers and community support officers who attend incidents involving people with a disability.

In conjunction with the Chair of the Disability Support Network, the force raised awareness of the support available through Access to Work support and encouraged staff and officers, who think they may benefit from this service, to contact them. Access to Work is a Government programme delivered by Jobcentre Plus which provides a grant for practical support to help you do your job. It's for people with a disability, health or mental health condition. The Chair of the Gwent Police Disability Support Network commented on the support stating, "I have a visual / hearing impairment and Access to Work arranged an accessibility audit on my workplace last year. They identified ways to improve my working environment and partly funded specialist equipment that I did not even know existed. They sometimes use their discretion to fund items under the £1,000 allowance so it is always worth ringing them as they can offer advice on other available support such as workplace accessibility audit. The scheme is all about empowerment and helping to create a level playing field for disabled people and the application process is very straight forward".

The Force promoted applications from police officers with a disability to consider applying for the High Potential Development Scheme (HPDS). The HPDS is a development programme aimed at constables and sergeants who display exceptional potential. The aim of the scheme is to facilitate the development of those officers who exhibit the high potential, desire and commitment to reach the most senior levels of the service. Those from under represented groups were offered guidance on a one to one basis.

Objective 11: Parental Provisions

To ensure that officers and staff have access to information about workplace provisions and processes including pregnancy, maternity and paternity leave, and returning to work after maternity leave. To ensure that officers and staff are not disadvantaged by virtue of having taken a period of leave relating to parental duties.

In order to ensure that restricted roles undertaken by female staff/officers do not impact on their development or progression, restricted duties are monitored through the Resource Management Board to ensure that officers are being properly utilised. In March 2013, a De Bono Six Hats exercise was conducted by the Gwent Women's Police Association, with a group of women from differing business areas and roles within the organisation to examine the apparent difference in sickness for men and women within the force. There were four main themes identified, which clearly need to be taken together to make an inclusive organisation. The four areas were:

1. Organisational Culture and Leadership
2. Support for Staff
3. Policy and Procedures
4. Training and Awareness for Supervisors

One of the areas discussed, which may impact upon the ability for line managers to ensure appropriate support is being given to women at work, was the fact that women may find it difficult to have personal medical conversations or discuss childcare concerns with their line managers, who are still male in the majority. As a result it was recommended that women have a female supervisor who could be nominated to offer support in return to work meetings and liaise with the staff member's line managers to ensure all issues are being captured and dealt with effectively was explored.

The group felt another area for development was flexible working. This was discussed not only from the perspective of formal arrangements with staff, but also from the perspective of having someone to act as a 'sounding' board at an early stage prior to any formal meeting taking place. This person could naturally link in with the officer / staff member whilst on maternity leave and therefore support the individual towards their return to work.

The feedback indicated that female staff felt there needed to be wider support for those on maternity leave. There was a perception that women 'disappeared' from the organisation for that extended period and felt out of touch with the organisation as a whole. It was suggested that more robust support and inclusion would reduce the numbers who report sick after maternity leave. For those returning, more support and understanding in the workplace was also needed, places to privately express milk and the needs around this being one such area. The need for follow-up meeting with staff upon return to work and a lack of flexible working reviews also contributed to the feeling of isolation and guilt by women. This exercise is to be repeated with a group of male supervisors in order to understand issues from their perspective also.

Objective 12: Embedding equality and diversity through our policies, procedures and process

Developing our culture to embed the principles of equality in all that we do, recognising and respecting individual values and peoples' differences.

The completion of equality impact assessments (EIA) form part of the Equality and Diversity Board meetings, it will remain a tool to identify potential discrimination in policies, procedures and services and continues to remain an action under the Strategic Equality Plan. EIA'S have been undertaken in relation to the following policies, procedures and force reviews:

- The Records Management – Suspicious Deaths (Retention of Case Papers & Exhibits) Procedure
- The Licensing Policy
- The Management of Vehicle Pursuits
- The Disclosure & Barring Service – Disclosure Procedure
- Cell Occupancy Procedure
- Penalty Notice for Disorder Procedure
- Gypsy / Traveller / Unauthorised Encampment
- Custody Review
- Administration of Justice Review

All policies, procedures and EIAs are published externally on the Gwent Police public facing intranet site.

Gwent Police is continuing to work to embed equality and diversity through our procurement, tendering, contract awards and contract management process. This will protect us from the risk of engaging partner organisations that do not comply with equality legislation and avoid our own staff being subject to discriminatory working environments. EIA's are being undertaken for all relevant contracts and have been embedded into the tendering process, with relevant actions being addressed. Questions in the pre-qualification questionnaire are under review to ensure we fully captures requirements of the Equality Act and a specific question relating to LGBT will be added to this questionnaire with suppliers being required to specify if they have an Equality Policy. As part of our contract management, policies relating to equality will be reviewed every twelve months. Suppliers will also be required to provide an update to ensure compliance with the Act. Stonewall Workplace Equality Index Working Group will consider ways in which to further develop the procurement process and supplier relationship management, based on feedback from our most recent submission for the Stonewall Workplace Equality Index.

Diversity Champions have been identified within the force with the aim of promoting a positive working environment where staff are treated fairly and with respect, and to encourage staff to play a role in creating an environment in which harassment, bullying and victimisation are understood to be unacceptable forms of behaviour. Diversity Champions have been created to represent the following protected characteristics/areas:

- Gender
- Age
- Disability
- Pregnancy, Maternity and Flexible Working
- Sexual Orientation, Marriage and Civil Partnership and Gender Reassignment
- Race and (Hate Crime)
- Religion or Belief
- Welsh Language
- Mental Health

Gwent Police currently has four Employee Network Groups; the Gwent Police Disability Support Network (GPDSN), the Gwent Black Police Association (GBPA), Gwent Women Police Association (GWPA) and the Lesbian, Gay, Bisexual and Transgender Network (LGB&TN). All support networks are represented at the Force Diversity and Equality Board and they continue to be active within the force.

The LGB&T network remain active and Gwent Police remains in the top 100 employers in the Stonewall Equality Index. A LGB&T Working Group has been set up with the intention to increase the force's position in the Stonewall WEI. The Working Group contains members from departments covering priority areas of work, including Procurement, People Services, Learning and Development, People Services and LGB&T Support Network. Bimonthly meetings scheduled with monthly updates to team member acting as point of contact, who will feed the evidence directly into this year's submission. As part of the Workplace Equality Index, staff were encouraged via the Gwent Guardian to take part in the Workplace Equality Index Questionnaire.

Network members attend regional and national events and conferences to ensure they are appraised of emerging issues and bring best practice to the force. A LGB&T member attended the Stonewall Cymru Conference in Cardiff, which brought together working professionals from across Wales and shared information on how each company or organisation has achieved success within LGB&T matters. The GBPA attended the annual National BPA conference in 2012.

The LGB&T Liaison Officer scheme offers support to victims and witnesses involved in homophobic, bi-phobic and trans-phobic hate incidents and hate crimes, as well as domestic violence. It can also offer advice and guidance to officers dealing with such incidents. The scheme has been in operation for just over two years and there are currently 24 trained Liaison Officers (both police officers and police staff) who have had specialist training in this area. They also have links to local support agencies. The scheme is operated by the LGB&T Staff Support Network and is co-ordinated by Community Cohesion.

The scheme was created because the LGB&T community had a low level of confidence in the police. Since the scheme was introduced, there has been an increase in the number of incidents reported due to the community becoming more confident in the police. In order to ensure that support is given to victims, these type of incidents will not be closed unless the victims have been offered a referral into the Liaison Officer Scheme.

Raising awareness in relation to diversity took place through articles on the Force intranet, the Gwent Guardian. Such articles provide information on disabilities, Domestic Abuse, LGB&T history month and Gypsy, Roma and Traveller history month.

The pilot for the All Wales Positive Action Leadership Programme was delivered in June. The programme is aimed at members of Gwent Police personnel from underrepresented groups up to and including the rank of Inspector or Police Staff equivalent. This is the first inclusive, positive action initiative to be made available to all officers and staff from under-represented groups as part of a collaboration initiative between the Southern Welsh Police Forces. The blended learning programme was delivered over 3 days and was managed by 7 modules with specific aims.

These modules are:

- Module 1 - Foundation - Positive Action**
- Module 2 - Self awareness and Personal Leadership**
- Module 3 - Personal Leadership and Branding**
- Module 4 - Communication, Assertiveness and Influencing**
- Module 5 - Mentoring, Coaching and Networking**
- Module 6 - Action Learning**
- Module 7 - Next Steps and Career Development**

One to one coaching interventions pre and post course are also included as part of the programme, as are opportunities for delegates to come together following the programme as part of Action Learning Sets.

The first course took place in June 2012 and further courses will continue to be delivered as a result of its initial success. This interactive 3 day personal leadership course aims to empower, develop and support staff from minority groups across the protected characteristics, Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

A presentation on the High Potential Development Scheme took place and interest in the Scheme was particularly welcomed from groups that are under represented at senior ranks, such as BME Officers, LGB&T Officers, female officers and officers with a disability. A member of the Gwent Black Police Association contacted a senior leads within the force to ask them to actively identify and approach suitable candidates from minority groups to consider applying for the scheme. Reasonable adjustments are made for disability throughout the application stages. All networks within the force were also contacted and asked to raise the awareness of this opportunity to their network members.

Those from under represented groups who are unable to attend the briefing but were interested in applying were afforded the opportunity to speak with the HPDS contact officer or a member of their support network for guidance. Anyone who contacted their support network were also afforded the opportunity to speak with a coach or mentor to assist them in their application. The force currently has one female officer, two male officers on the Scheme, one of which is from a BME background.

The Springboard Women's Programme continues to be available to enable women to take more control over their own lives by identifying the clear, practical and realistic steps that they want to take and developing the skills and confidence to take them.

Gwent Police continues to use the disability two tick symbol. The symbol demonstrates the organisation is positive about employing disabled people. The symbol is awarded by Jobcentre Plus to employers who have made commitments to recruit, retain and develop the abilities of disabled staff.

The talent of a visually and hearing impaired police staff member was identified within the force. With the support of their line manager, the sheer hard work and determination of the individual and the force fully funding relevant professional qualifications, they have now become a qualified solicitor within Gwent Police.

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Appendices

Appendix 1: Equality Objectives

1. We will ensure the Single Equality Scheme, our equality duties and action plan, are communicated, implemented and promoted by a nominated lead within Service Areas and Departments. (People & Culture)
2. We will monitor and review the progress of our Single Equality Scheme and Action Plan, in order to embed equality and diversity into our key operational and support areas of work. (People & Culture, Operational Delivery)
3. We will promote an inclusive culture that treats Gwent Police personnel and diverse communities with dignity and respect, in relation to their human rights. (People & Culture, Operational Delivery)
4. We will create a working environment that supports people to develop and progress to the best of their ability. To support Gwent Police personnel in gaining an understanding of our diverse communities, in order that we can meet our Single Equality Scheme objectives. (People & Culture)
5. We will engage and consult with Gwent Police personnel and our diverse communities in order to understand and respond to their needs. (People & Culture, Organisational Processes)
6. We will ensure all Gwent Police personnel and community members, including minority, disadvantaged, vulnerable and excluded groups, have access to Gwent Police, premises, information, services and functions. (Operational delivery)
7. We will encourage innovative initiatives to recruit, support and retain personnel from diverse groups. (People & Culture)
8. We will monitor and publish our employment data and service delivery. (Organisational processes)
9. We will impact assess, consult on and monitor likely and actual outcomes of our policies and practices on diverse groups. Results of these impacts assessments will be published. (Organisational processes)

Appendix 2: Internal Employment Data - [InternalEmploymentData_2012-2013.pdf](#)

Appendix 3: External Equality Data - [ExternalEqualityData_2012-2013.pdf](#)

7 Glossary of Terms

ACPO	Association of Police Officers.
Access to Work	Access to Work is a Government programme delivered by Jobcentre Plus which provides a grant for practical support to help you do your job. It's for people with a disability, health or mental health condition.
Diversity	Respecting people's differences.
EHRC	Equality and Human Rights Commission.
EIA	Equality Impact Assessment.
Equality	Equal opportunities for all.
Equality and Diversity Board	Meeting which sets the strategic direction on all Diversity and Equality matters for the Force.
Gender Reassignment	Appearing as, wishing to be considered as, or having undergone surgery to become a member of the opposite sex.
HMIC	Her Majesty's Inspectorate of Constabulary
Harassment	Unwanted conduct on prohibited grounds which has the purpose or effect of violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.
Hate Crime	Any incident, which constitutes a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate.
Honour Based Violence	Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community.
IAG	Independent Advisory Group, made up of community members, who provide advice and make recommendations to law enforcement agencies.
LPU	Local Policing Units.
NPIA	National Policing Improvement Agency.
Positive Action	A range of measures and development initiatives to help people from under-represented groups, where they have been historically excluded or at a disadvantage.
Protected Characteristic	New terminology in the Equality Act 2010, to identify "grounds" on which protection against discrimination in various ways takes place. The 'protected characteristics' are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.
Reasonable Adjustments	Reasonable steps that employers need to make to ensure employees with disabilities are not placed at a substantial disadvantage. Adjustments could include providing additional training, auxiliary aids, and changing shift patterns.
Stonewall Workplace Equality Index	This is a meaningful evaluation of how the Force is performing in terms of LGB issues.
Support Networks	Associations Groups that provide support to Gwent Police personnel who are from diverse groups. Support Groups within Gwent Police are the Disability Support Network (DSN), the Gwent Black Police Association (GBPA), the Gwent Women Police Association (GWPA) and the Gay Support Network (GSN).

Gender Reassignment	Appearing as, wishing to be considered as, or having undergone surgery to become a member of the opposite sex.
Victimisation	Treating someone unfairly (relating, in particular, to people who have raised a grievance or brought tribunal proceedings in good faith).
Vulnerable (victim or witness)	Include: a) all child witnesses (under the age of 17); b) any witness whose quality of evidence is likely to be diminished because they suffer from a mental disorder, have a significant impairment of intelligence or social functioning (e.g. a learning disability) or have a physical disability or are suffering from a physical disorder.

