

Strategic Equality Plan



Contents

1 Foreword from the Chief Constable

2 Introduction

3 Gwent Police Values

4 Our Commitment to Equality

5 Gwent Police Authority Welsh Language Scheme

6 Equality Information

7 Assessing the Impact

8 Equality Objectives

9 Review and Reporting

10 Responsibilities

11 Conclusion

Appendix 1: Action Plan

Accessible formats and languages

This Scheme can be made available (upon request) in a range of alternative formats, including:

- Braille
- Audio CD
- Easy read
- Electronic

If you would like to request a copy in an alternative format or for a summary of this document in a language other than Welsh or English please contact us at:

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Foreword from the Chief Constable

I am pleased to present the first Strategic Equality Plan published by Gwent Police. This is an important document which establishes equality and diversity as key principles which underpin everything that we do.

The geographic area that Gwent Police covers is home to a socially diverse mix of people with different faiths, ethnic backgrounds and lifestyles. This rich diversity adds depth and breadth to our communities and it is something to be celebrated and nurtured.

As a force, we have worked hard in recent years to introduce a more citizen focussed policing service based on locally accountable Neighbourhood Policing Teams. This has helped us to engage more effectively with individuals and communities and in doing so, to understand them and their needs better. As a result, the confidence which the public have in us to protect them from harm and to tackle the things which matter most to them has increased significantly. This Strategic Equality Plan builds upon the progress which has been made already but recognises that there is still more work to do if we are to play our part in creating a fair and equitable society where everyone can live their lives free from the fear of crime and disorder. Whilst the Strategic Equality Plan is focused on the way we provide services to the public, it is equally about the way we recruit, train, manage and develop the people who work for us. It is also important that as far as we are able, we ensure that our workforce visibly reflects the communities we serve so that people can be confident that we understand their needs and expectations as citizens.

This Strategic Equality Plan has been developed with the active support of our communities and our partners and I would like to thank all those who have made a contribution for their hard work and commitment.

Each one of us, no matter what role we perform in the organisation, has a personal responsibility to make this work. I appeal to all of you to embrace, not only the content of the Strategic Equality Plan, but also the spirit of what we hope to achieve within Gwent Police.

Carmel Napier
Chief Constable

Introduction

Gwent Police cover an area of 600 square miles and 5 unitary authority boundaries, namely Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. The force area boundaries are from Abergavenny in the North, Newport in the South, Chepstow in the East and Caerphilly in the West. The Gwent policing area is mixed, rural and urban, and the road network carries large volumes of traffic through the M4 link to the East, which now incorporates the Second Severn Crossing.

Gwent Police is split into five Service Areas. Each service area has been involved in the setting of the strategic equality objectives detailed in the Plan.

- **Neighbourhood Policing and Partnership** – includes neighbourhood policing, response policing and the investigation of volume crime.
- **Crime Investigation** – includes public protection, serious and organised crime, intelligence and major incidents.
- **Operational Support** – includes armed policing, firearms training, the Force Control Room and custody.
- **Service Development** – includes Business Change, Service Improvement, performance review and police reform.
- **Business Support** – includes ICT, People Services, Fleet, Estates, Finance and administration.

Gwent Police has a workforce performing a range of diverse roles - Police Officers, Special Constables, Community Volunteers and Police Staff (who perform a range of roles from Community Support Officers, Call Handling to Crime Scene Investigation.) A summary of our current employment profile can be found at:

<http://www.gwent.police.uk/informationpoint/equality-and-diversity/equality-information/employment-equality-data/>

3 Gwent Police Values

Gwent Police exists to uphold the law fairly and firmly; to prevent crime; to pursue and bring to justice those who break the law; to keep the Queen's Peace; to protect, help and reassure the community and to be seen to do all this with integrity, common sense and sound judgement.

This vision can only be achieved if we have a strong set of values which set clear expectations for our communities about the way in which Gwent Police delivers the services it provides. The values we aspire to are to be:

Trusted

- make common sense decisions in the public interest
- do what we say we will do when we say we will do it
- be consistent in our approach but treat people as individuals

Fair

- treat other people as we would expect to be treated
- show care and compassion to those who ask for our help
- be honest and act with integrity in everything we do

Professional

- understand how to do our job and do it as well as we can
- try our best to get things right, first time every time
- take pride in our service, our work and our appearance

Responsive

- find out what people want and reflect that in what we do
- take a genuine interest in people and their problems
- act quickly to put things right when we get them wrong

Gwent Police has a three year Policing Plan which can be found on our website and outlines how Gwent Police Authority will work with the Chief Constable over the next four years to provide the best possible policing service for the people of Gwent.

4 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 our internal and external functions, to have due regard to the need 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. To do this, Gwent Police will:

- Publish annual Equality Information relating to the protected characteristics of our employees and the protected characteristics of people affected by our policies and practices
- In consultation with our staff and our communities, set Equality Objectives
- Publish a Strategic Equality Plan by April 2012 that 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

Gwent Police Authority Welsh Language Scheme

5

The Welsh Language Act 1993, places an obligation on public sector bodies to treat the Welsh and English languages on the basis of equality in the provision of services to the public in Wales.

Gwent Police has a Welsh Language Scheme which outlines our commitment to delivering bilingual services. The document also includes actions which detail how we will work towards mainstreaming the Welsh language in our day-to-day business.

Welsh language is acknowledged as a key element of the equality agenda, but due to the legal requirement to produce a separate Welsh Language Scheme, this document will be maintained as a stand alone document. This Welsh Language Scheme will be subject to scrutiny to ensure that outcomes are delivered.

Equality Information

6

In paying due regard to the General Equality Duty, Gwent Police is required to identify, collect and publish Equality Information about the Protected Characteristics of people that are affected by our policies and practices.

The Chief Constable of Gwent Police and the All-Wales Diversity Group have agreed that the following information held by the police is relevant and should be published to comply with the Duty:

- information about hate crimes and incidents reported to us;
- information about stops and searches;
- information about violent crime committed against women;
- information about user satisfaction;
- information about complaints;
- statistical information about the officers and staff that we employ.

The relevant information collected and published will be reviewed annually and reported on at the Equality and Diversity Board.

Using our Equality Information

Collecting and analysing equality information will assist Gwent Police to meet the requirement of the general and specific duties, to carry out effective equality impact assessments, identify areas of disproportionality and potential equality gaps, and will help ensure the relevance of current and future objectives. Our equality information has already assisted in setting our new Equality Objectives.

Publication of Equality Information

We will publish relevant equality information we hold, which is considered appropriate to publish, annually on the Gwent Police website. You can find current equality information at:

<http://www.gwent.police.uk/informationpoint/equality-and-diversity/equality-information/>

Equality information is also designed to let communities know about our performance, policing activities that have the potential to impact on people with certain Protected Characteristics and progress that is being made.

7 Assessing the Impact

In order to comply with our Equality duties it is also vital that the organisation assesses and considers the equality impact of decisions it makes, and policies and practices that it implements. Case law underlines the importance of effective Equality Impact Assessment and Gwent Police has developed an Equality Impact Assessment tool which is used across all areas of our business to assess and evidence how a policy or activity will support Gwent Police in achieving the requirements of the general equality duties, as well as identify and seek to address any potential negative impact on people that share Protected Characteristics.

Each Equality Impact Assessment will include a number of recommendations where any negative disproportionate impact is identified. The service area owner is responsible for the implementation of any recommendations, and where any significant changes or impact is identified, this process will be overseen by the Force's Diversity Board.

We will publish Equality Impact Assessments that have been undertaken in relation to our policies and procedures, where they have a substantial impact on our ability to meet the requirements of the general equality duty.

These can be found on our website at:

<http://www.gwent.police.uk/foi/publishscheme/policiesprocedures/>

8 Equality Objectives

Engagement and Consultation

Gwent Police is required to establish at least one Equality Objective in consultation with people who share protected characteristics to address areas of inequality. We used national research, knowledge of local issues and community consultation to form the basis for the development of all of our Equality Objectives.

Identification of Key Areas

From December 2011 until the end of January 2012, Gwent Police consulted internally and externally with staff and communities in order to ensure that our equality objectives were informed by people with protected characteristics that are directly affected by the work that we do. Through collation of national and local data we identified key areas of work which had the potential to affect people that shared different protected characteristics.

Externally, these areas were:

- Hate crime
- Stop and search
- Domestic abuse
- Honour based violence

- Prevent
- Crimes affecting older and younger people
- Response to people with mental ill health and learning disabilities
- Custody
- Barriers to access and unfair treatment
- Engagement with Gypsy and Traveller communities

Internally, these were:

- Recruitment, selection and progression
- Learning, training and development
- Areas of under representation (including positive action)
- Flexible working
- Disability
- Maternity
- Uniform and equipment
- Estates and facilities
- Victimisation, unwelcome behaviour and harassment
- Policies and procedures that impact on staff that share Protected Characteristics

External Engagement and Consultation

Externally, an online questionnaire was developed and accessed via Gwent Police's external website. Questionnaire 'post boxes' were also placed at community venues including SEWREC, local Mosques and local LGB&T support groups. The online questionnaire was marketed through OWL, Gwent Police's Facebook and Twitter sites, and through our networks of community contacts and partners. We also ran several focus groups to ensure that people who may not be able to participate online were able to have their say. We ran focus groups with:

- Gwent Police's Independent Advisory Group
- Gwent Police's Community Action Team
- Gwent Police's Youth Opinions Board
- Newport City Homes residents' forum
- Gwent Older Person's Forum
- Welsh Refugee Council
- South East Wales Race Equality Council staff
- Local Community Development Workers
- Torfaen Mind
- Ashiana Asian Women's Group

We also conducted a targeted survey with our local Gypsy and Traveller communities; this was carried out on our behalf by the Torfaen Gypsy and Traveller Liaison Officer. Over 100 people took part in our focus groups, and around 180 people completed our survey.

Internal Engagement and Consultation

Internally, an anonymous online questionnaire was developed, which could be accessed via Gwent Police's internal website.

Staff were also given the opportunity to attend a focus group in order to discuss their equality issues in more detail. Focus groups were also held with the Support Staff Networks and Associations. Data relating to the equality section of the staff survey was also considered as part of the consultation process. Findings from the Female Officers perceptions of applying for Promotions and Specialists Departments in Gwent Police – An Independent Evaluation by the University of Glamorgan and the Flexible Working Survey, which was undertaken by the Flexible Working Support Network were also considered.

A full report on our consultation and the findings from this can be found on our website.

Our Equality Objectives

The overarching aim of our Equality Objectives is to ensure that we embed the principles of equality through all aspects of our day to day business. Each objective is also reflective of priorities set out in the Policing Plan, and focuses on activities in three areas:

Operational Delivery, People and Culture and Organisational Process.

1. Equality in our operational delivery (customer service) – This is about delivering services that are easy to access and that respond to and met the needs of all communities.
2. Equality in our people and culture (working practices) – This is about building a working environment that includes everyone and that encourages all Gwent Police personnel to develop and progress.
3. Equality in organisational processes (employment) – this is about building equality into the organisation’s processes and how the service manages its performance.

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 HBV incidents that occur in the Gwent Police Force area.

(People and Culture, Operational Delivery, Organisational Processes).

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.

(People and Culture / Operational Delivery / Organisational Processes).

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.

(Operational Delivery / Organisational Processes).

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.

(People and Culture / Operational Delivery / Organisational Processes).

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.

(People and Culture / Operational Delivery / Organisational Processes).

Objective 6: Stop and Search

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

(People and Culture / Operational Delivery / Organisational Processes).

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.

(People and Culture / Operational Delivery).

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.
(People & Culture).

Objective 9: Learning, Training and Development

To train and develop our workforce to recognise the value of Equality and Human Rights for policing.
(People & Culture / Organisational Process).

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.
(People and Culture / Operational Delivery / Organisational Processes).

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.
(People and Culture).

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.
(People and Culture / Operational Process).

Review and Reporting

Implementing our Equality Objectives involves all of our service areas, therefore a detailed action plan has been developed to ensure that each area of the organisation is carrying out its responsibilities under this Strategic Equality Plan. This action plan is included in Appendix 1 and gives further information about specific activities that we will be carrying out to meet our objectives.

Leadership, management and ownership are key to ensuring that our objectives are delivered effectively. The portfolio for Equality and Diversity is held by our Deputy Chief Constable who chairs Gwent Police's Diversity Board. The Diversity Board will oversee the implementation of our Equality Objectives, and will hold those responsible for actions accountable. Both our Equality Objectives and supporting action plan will have clear timescales set against them for delivery and the Diversity Board will also ensure these timescales are met.

Every year, Gwent Police will also publish an Annual Report, which will include:

- updated relevant equality information and employment data
- how Gwent Police has used this information in meeting our General Equality Duty
- our progress towards fulfilling our equality objectives
- developments for future equality objectives

10 Responsibilities

Chief Officers and Service Areas Leads / Heads of Department within Gwent Police will:

- Build the Equality Duty into strategic planning.
- Promote the Equality Duty in speeches, public statements and appearances.
- Make Equality high profile and high priority – for example, make sure all Gwent Police personnel and service users know about the Strategic Equality Plan.
- Mainstream equality in day to day core functions.
- Ensure a senior member within the Force has responsibility (and the power) to make sure this happens.
- Ensure all Gwent Police personnel understand the Equality Duty, what it requires them to do and their individual liability and responsibility.
- Make sure systems are in place to monitor the impact of policies and practices – and report any trends or concerns as they emerge.
- Ensure that responsibilities and actions contained within the Strategic Equality Plan are monitored and progressed.

Line Managers and Supervisors are responsible for making sure:

- they understand the law and its requirements.
- they know where to get advice on the Equality Duties.
- their units, teams or sections have been given information and training so they can meet legal requirements.
- systems are in place to monitor the equality impact of policies and practices and that they report any trends or concerns as they emerge.
- they use the equality impact assessment process to improve the work of their section and promote confidence in Gwent Police.

All Gwent Police personnel are responsible for

- Making sure they do not discriminate, do not tolerate harassment and they promote equality in their day to day work.
- Taking action if they see discrimination or harassment by using established procedures to report discrimination and being ready to challenge inappropriate behaviour.
- Recognising that promoting equality is not for someone else – it is for everyone.

11 Conclusion

The introduction of the new Equality Act and Public Sector Equality Duty has presented Gwent Police with an exciting opportunity to build on significant progress already made in working towards equality, both as an employer and a service provider. It has also provided us with a timely opportunity to engage with those communities affected by our activities, and ensure that the priorities that we set are reflective of their concerns. We hope that this Equality Plan and the objectives and actions which underpin it, will help to support communities and workplaces that promote positive relations, offer equal opportunities and are free from discrimination, harassment and prejudice.

Action Plan

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 HBV incidents that occur in the Gwent Police Force area. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by
Delivery of the following through Gwent Police's Policing Domestic Abuse Framework:			
1. Monitor protected characteristics of victims of domestic abuse at the earliest possible stage.	Better identification of risk, provision of appropriate support and identification of reporting trends / concerns.	Public Protection	March 2013
2. Provide Domestic Violence Officers with specific awareness training around working with diverse communities, and the Force's LGB&T Liaison Officers with specific DV training.	Increasing expertise within the organisation, providing victims with a tailored level of support.	Public Protection, Community Cohesion	March 2013
3. Provide diverse communities and relevant third party organisations with accessible information about domestic abuse, including a range of reporting options.	Increased awareness and reporting opportunities for groups traditionally viewed as 'hard to reach'.	Public Protection, Community Cohesion	March 2013
Provide all officers and staff with information about communities that may face particular barriers in reporting, or that may need tailored support (for example, male victims, disabled people, Gypsy and Traveller women, people in a same sex relationship).	Provision of an enhanced level of victim support and early identification of any additional risk factors.	Public Protection, Community Cohesion	March 2013
To develop and deliver a training/awareness package for communities in partnership with key stakeholder, focussing on those identified as potentially vulnerable to being influenced or affected by honour based practices.	Increased awareness of communities of HBV practices, support available and routes to report.	Public Protection, Community Cohesion	March 2016

Action	Outcome	Owner	Completed by
To develop and deliver HBV training and information to frontline officers.	Early identification and intervention and provision of an appropriate response that is considerate of cultural differences.	Public Protection, Community Cohesion	March 2013
To raise awareness within schools and colleges of HBV and the warning signs that may be identified by other students or staff.	Increased awareness of schools and young people of HBV practices, and early identification of risk.	Public Protection, Community Cohesion	March 2016

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. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by
Delivery of the following through Gwent Police's Hate Crime Action Plan:			
1. To establish an appropriate risk assessment and MARAC system which is consistent across LPUs.	Provision of appropriate, multi-agency intervention at the earliest possible stage for vulnerable victims of all types of hate crime.	Hate Crime Lead	March 2013
2. To regularly review hate crime victim satisfaction levels and seek to improve this where necessary.	Increased victim satisfaction, and identification of areas for improvement.	Assistant Chief Constable	March 2013
3. To regularly review hate crime prosecution data and publicise successful cases wherever possible.	Increased community awareness of hate crime and confidence that it will be dealt with effectively by the Criminal Justice System.	Hate Crime Lead	March 2013
4. To engage with communities where evidence suggests that a lack of trust or under reporting exists (for example, LGB&T communities and disabled people).	Increased confidence and reporting levels.	Hate Crime Lead	March 2013
5. To raise officers and staff awareness around the recognition of hate incidents, successful investigation and the provision of effective/ appropriate victim support.	Better early recognition of hate incidents and effective and appropriate victim support.	Hate Crime Lead	March 2013

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. (Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by
Delivery of the following through Gwent Police's Prevent Delivery Plan:			
1. To further engage with communities to establish the local effects that Prevent activities have had within Gwent (Equality Impact Assessment).	Identification of any steps necessary to redress any negative impact or community tension arising from current Prevent activities.	Prevent Lead	March 2013
2. To engage further with young Asian communities and Asian women, establishing regular feedback mechanisms for areas of crime and disorder that are of concern.	Increased trust confidence in policing services.	Prevent Lead	March 2013
3. To provide communities with accessible information about Prevent, its purpose and Police activities.	To challenge any negative community stereotypes or perceptions of the Prevent agenda and police activity.	Prevent Lead	March 2013

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 (People and Culture, Operational Delivery, Organisational Processes) Actions are cross referenced against criteria set by the HMIC in their 'Expectations for Police Custody' document, 2012.

Action	Outcome	Owner	Completed by
To work with communities to raise awareness of police officers and staff working in custody of the needs of people from diverse backgrounds (Sec 2 Expectations: Respect, 2).	Increased confidence in communities and better awareness of officers and staff working with diverse groups in a custody environment.	Chief Inspector Custody	March 2013
To review information available in custody about rights, entitlements and treatment in a range of accessible formats and languages, including Welsh language and improve where necessary (Sec 2 Treatment and Conditions: Observation,2) (Sec 3	Members of the public with communication difficulties or language requirements are well informed about their rights.	Chief Inspector Custody	March 2013

Action	Outcome	Owner	Completed by
Individual Rights: Expectations, 12) (Sec 3 Individual Rights: Expectations, 16).			
To review and improve monitoring of protected characteristics within the custody system where necessary.	Provision of service that is fit for purpose and takes accounts of individual needs.	Chief Inspector Custody	September 2012

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 (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by
To develop an appropriate Gypsy/Traveller Strategy, considering key points raised through equality consultation: <ul style="list-style-type: none"> - Engagement - Training - Communications - Community relations - Access to services - Police response 	Delivery of policing services that are accessible to and cognisant of, the needs of Gypsy and Traveller communities.	Head of Community Safety	March 2014

Objective 6: Stop and Search

To ensure that the stop and search activities are carried out in a way that is lawful, proportionate, non discriminatory, and fosters positive relations within and between communities and the police. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by
Delivery of the following 6 key areas through the Force's Stop and Search Improvement Plan: <ul style="list-style-type: none"> - Policy - Training/Awareness - Leadership and Governance - Communications and Engagement - Systems and Processes - Intelligence led working 	A robust approach to stop and search encounters that is transparent, accountable and scrutinised. Better informed communities and increased trust and confidence in the police's use of stop and search powers.	Assistant Chief Constable, Deputy Chief Constable	December 2012

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. (People and Culture, Operational Delivery).

Action	Outcome	Owner	Completed by
Delivery of the following through Gwent Police's Engagement Strategy:			
1. Ensure that younger people are effectively engaged with Gwent Police and able to contribute to the shaping of policing services, through appropriate opportunities, including working with third party organisations.	Delivery of policing services that are considerate of the needs and expectations of younger people.	Engagement Lead	March 2014
2. Ensure that older people are effectively engaged with their local neighbourhood policing teams, and receiving appropriate policing and community safety information.	Better identification of risk and vulnerability, and increased community awareness of personal safety issues.	Engagement Lead	March 2014
3. Provide opportunities for younger and older people to engage in a dialogue around issues that are important to both age groups (for example, anti-social behaviour).	Reduced community tension between age groups, and reduction in fear of crime for older people.	Engagement Lead	March 2014
Work with local younger LGB&T people to increase awareness around issues relating to sexual exploitation and prostitution, and ensure relevant officers are educated about LGB&T specific concerns in this area.	Better awareness of officers and communities, increased reporting and early identification of risk.	Community Cohesion, LGB&T Support Network	March 2014
Review the range of services and their accessibility, available to disabled people or people with communication difficulties in emergency and non-emergency situations.	Improved access to, and confidence in, policing services for disabled people.	Head of Ops Support, Service Development	March 2013

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 (People & Culture).

Action	Outcome	Owner	Completed by
To identify key areas where employment data collection needs to be undertaken. To develop effective methods for data collection to include protected characteristics in order to better understand and address trends/areas of disproportionality by the collation and monitoring of data across all protected characteristics.	Consistent, accurate and robust collation and recording of employee information in terms of Equality data by protected characteristics. Production of equalities reports based on updated data collection, for publication and use in the Equality Plan Annual Report.	Human Resources Manager	Annual progress to March 2016
To take appropriate action to address areas of under representation or disproportionality for protected characteristics, within the areas of employment/recruitment/promotion/training/development/flexible working e.g. recruitment awareness sessions, use of networks.	The diversity profile of the work force is balanced across roles/ranks, in particular specialist roles.	Human Resources Manager, Professional Development Manager	Annual progress to March 2016
Review of the selection and appointment to substantive and acting/temporary posts for both police officer and police staff.	A transparent, fair and effective process that provides equal access to development/temporary promotion opportunities.	Human Resources Manager	March 2013
Introduce the All Wales Positive Action Programme.	Members of the Gwent Police who feel that they are members of a group that is under-represented will be more effectively able to overcome barriers that they face within the workplace.	Head of Learning and Development	September 2013
Introduction of Coaching and Mentoring within the force. To ensure this facility is available for those from under represented groups.	Increased ability and expertise of people within the organisation to help the others to develop their skills, to assist with career progression and the creation more effective staff within the workplace.	Professional Development Manager	March 2013

<p>To increase active involvement of the support networks/staff associations in order to help recruit, support and retain people from under-represented groups.</p>	<p>Support networks that undertake targeted work in the areas of recruitment, retention, progression and support to those from under-represented groups.</p>	<p>Professional Development Manager, Support Networks</p>	<p>March 2014</p>
<p>Review flexible working across the organisation, taking into account the particular needs of the following groups of workers, and whether or not flexible working has been requested and granted to meet their needs:</p> <ul style="list-style-type: none"> • parents (both female and male); • disabled officers and staff; • older workers; • carers (including older workers with caring responsibilities). <p>To identify:</p> <ul style="list-style-type: none"> • whether or to what extent flexible working arrangements have been utilised to meet the various needs of officers and staff; • find out whether there are any trends in flexible working patterns requested and granted; • build a clearer picture of the difficulties of granting flexible working arrangements to officers whilst maintaining 24-hour coverage; • correlation between levels of sickness and flexible working patterns available and caring responsibilities of officers. <p>To action any appropriate recommendations.</p>	<p>Equal opportunities for flexible working by supporting older and disabled workers, carers, and parents in the workforce.</p>	<p>Human Resources Manager, Support Networks</p>	<p>June 2013</p>

Objective 9: Learning, Training and Development

To train and develop our workforce to recognise the value of Equality and Human Rights for policing. (People & Culture) (Organisational Process).

Action	Outcome	Owner	Completed by
To review course delivery material to ensure that, where appropriate, equality is included and mainstreamed as part of all courses.	Equality is mainstreamed throughout training, learning and development activities.	Head of Learning and Development	September 2013
To review the process currently in place for identifying and addressing reasonable adjustments within training, learning and development activities.	All staff have equal access to learning, development and training activities within the force. All training delivered takes into consideration and addresses learner individual needs.	Head of Learning and Development	September 2012
To undertake a blended training approach to ensure learning is delivered in the following priority areas: <ul style="list-style-type: none">• Duties under the Equality Act• Positive Action Leadership Programme (See Obj 9)• Stop Search (See Obj 6)• Gypsy/Travellers (See Obj 5)• Domestic Violence (See Obj 1)• Honour Based Violence (See Obj 1)• Equality Impact Assessments (See Obj 12)	To ensure an efficient process that identifies potential direct and indirect discrimination in policies, procedures and functions.	Head of Learning and Development	September 2013

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. (People and Culture, Operational Delivery, Organisational Processes).

Action	Outcome	Owner	Completed by
Delivery of the following through the Mental Health Implementation Board:			
Consult with other relevant statutory and voluntary agencies to scope the opportunities and methods for assessing levels of confidence in the policing system by people with mental ill-health or a learning disability.	Measures in place to assess satisfaction and confidence levels in the policing system of people with mental ill-health or a learning disability.	Mental Health Lead	March 2013
Develop and establish appropriate effective management practice including a mental ill health policy to deal with mental health issues affecting members of staff.	A supportive environment for staff suffering with mental ill health.	Occupational Health Manager	March 2013
Review the information currently available, to increase the understanding of how staff can access reasonable adjustments and/or support through Access to Work and provide specific guidance/training for supervisors to enable them to put this into practice.	Retention of disabled officers and members of staff in the workforce, by ensuring that they have the same access to everything that is involved in doing and keeping a job as a non-disabled officer or member of staff.	Human Resources Manager, Support Networks	March 2013

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. (People and Culture).

Action	Outcome	Owner	Completed by
Identify and address any issues in relation to: <ul style="list-style-type: none"> line manager knowledge gaps in relation to maternity issues the restricted roles undertaken by female officers / staff and the impact this may have on development / progression suitable support / information in relation to breastfeeding facilities 	Female officers and staff are not disadvantaged by virtue of having taken a period of maternity leave.	Human Resources Manager, Support Networks	October 2013

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. (People and Culture, Operational Process).

Action	Outcome	Owner	Completed by
To consider the outcomes of the government consultations on the equality measures in relation to procurement linked purchasing issues and where appropriate take any necessary action.	Equality is driven through procurement and increase our placement within the Stonewall Equality Index.	Head of Procurement	March 2014
To provide guidance / training to ensure that equality impact assessments are mainstreamed within force policies and processes (See objective 9).	To ensure an efficient process that identifies potential direct and indirect discrimination in policies, procedures and functions.	Head of Learning and Development	Ongoing
Ensure equality impact assessments are conducted where changes in the estate or business services result in the relocation of personnel to identify if any one groups is disproportionately affected by this change. Where such impact is identified, appropriate actions are considered and where appropriate implemented.	Identification of potential direct and indirect discrimination in policies, procedures and functions.	Human Resources Manager	September 2014

Action	Outcome	Owner	Completed by
Continue to encourage participation in the Fairness at Work Procedure, review the support given to staff involved in the process.	Staff are confident in using the Fairness at Work Procedure to address workplace issues	Human Resources Manger, Support Networks	September 2014
Creation of Diversity Champions within the force to promote a positive working environment where staff are treated fairly and with respect.	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.	Deputy Chief Constable	September 2014
As a result of feedback following the Stonewall Workplace Equality Index, to address the following areas through the LBG&T Action Plan: <ul style="list-style-type: none"> • Monitoring (See Obj 8) • Staff Engagement • Procurement (See Obj 12 above) 	To increase our placement within the Stonewall Workplace Equality Index which is an annual benchmarking exercise that ranks the best employers for lesbian, gay and bisexual people in Britain.	Human Recourses Officer (LGB&T lead)	September 2012

