



# JOINT EQUALITY PLAN

## 2019-2023



# FOREWORD

The publication of our Joint Equality Plan 2019 – 2023 sets out our joint determination to ensure that South Wales Police delivers on our key equality objectives. This document sets out our plans to ensure that equality is given the focus it needs and that progress is continually monitored.

The priorities in the Commissioner's Police & Crime Plan and the Chief Constable's associated Delivery Plan for South Wales Police include protecting the vulnerable, preventing harm in our communities and improving diversity and inclusion across our organisation. We know that to achieve this we need to prioritise equality and diversity and work to achieve real outcomes.

We will communicate the objectives across South Wales Police and will work with our partners to bring about the change required to achieve our aims.

We acknowledge that there is always much more to do in order that everyone in South Wales can live free from discrimination, harassment, inequality and disadvantage. We hope that our Joint Equality Plan will bring us closer to our vision by building on the progress already achieved in promoting equality and diversity.



A handwritten signature in black ink that reads "Alun Michael".

**Rt Hon Alun Michael**  
Police & Crime Commissioner



A handwritten signature in black ink, appearing to be "Matt Jukes".

**Matt Jukes QPM**  
Chief Constable

# CONTENTS

Foreword	2
Introduction	4
The Equality Act	6
The Specific Duties	7
Our Equality Objectives	8
Neurodiversity	8
Learning Disabilities	10
Older People	11
Gypsy, Roma and Traveller Communities	12
Community Cohesion	14
Workplace Equality	15
Representative Workforce	16
Engagement with Children & Young People	18
Who We Involved In Setting Our Objectives	19
Monitoring and Reviewing the Objectives	19
Conclusion	19



# INTRODUCTION

South Wales Police serves 1.3 million people, covering 42% of the population of Wales. It is the 8th largest police force in England and Wales. The force area spans seven local authority areas: Bridgend, Cardiff, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taf, Swansea and the Vale of Glamorgan.

We serve a diverse population, with 6.6% of people in the 2011 Census identifying themselves as belonging to an ethnic minority. This varies widely across our force area, with around 16% from a black and minority ethnic background in Cardiff compared to roughly 2% from a black and minority ethnic background in Merthyr Tydfil. A total of 23% of our population identify themselves as having a long-term impairment or illness that affects their day to day activities, 54% identify themselves as being of Christian religion, while 35% identify themselves as having no religion. Small numbers identify as Buddhist, Hindu, Jewish, Muslim and Sikh. There is no publically available data on sexual orientation or transgender identity but it is estimated that around 6% of the general population are gay, lesbian or bisexual, with less than 6% identifying as transgender.

South Wales Police responds to the public 24 hours a day and 365 days a year. We are a professional, proud and positive organisation of over 5,000 employees, consisting of both police officers and police staff. Our purpose is to 'Keep South Wales Safe' and our vision is:

**'To be the best  
at understanding and  
responding to our  
communities' needs'**

## Our Equality Commitments and Progress

The Police & Crime Plan for South Wales Police sets out the key strategic priorities, including a number of equality commitments. We are committed to promoting equality in everything we do so that it becomes a part of our everyday service.

Our previous Joint Equality Plan expired in 2018 and during the life of that Plan we made progress in all areas and worked hard to develop the overall structure of equality, diversity and inclusion across South Wales Police. There has been further investment in this area of work and many of the objectives contained in the previous Plan have now been absorbed into our everyday business so that they will not be forgotten and will continue to be of significance to our officers and staff.

Our previous Joint Equality Plan (2015-2018) focused on 6 objectives. These are outlined below, along with an update on the progress that was made.

- **Hate Crime** – Our objective was to understand the experience of hate crime victims and those less likely to report, whilst working to reduce repeat victims.

Update: The force delivered a number of external campaigns working in conjunction with operational policing to build awareness of hate crime within our communities and increase reporting.

- **Stop and Search** – Our objective was to ensure the powers were used fairly and that ethnic disproportionality was challenged and/or reduced.

Update: To deter and prevent crime we have increased the number of stop searches. Our communities can be reassured that the force has robust measures in place to identify any disproportionality and inappropriate use of our stop search powers.

- **Accessibility** - Our objective was to make it easier for people to communicate with the police, addressing specific access needs.

Update: There has been rapid growth to improve accessibility and communicate better with communities with whom we have less contact than we would like. Additional training and opening new channels of communication have made us more accessible than ever before.

- **Diverse Needs in Custody** - Our objective was to assess and address the needs of minority groups in custody.

Update: Providing additional resources for those in police custody has been a key priority. Additional training has been provided, we have reviewed the custody environment, and we have invited independent scrutiny of our work, making changes where necessary.

- **Violence Against Women and Girls** - Our objective was to increase reporting of all forms of violence against women and girls, supporting initiatives for early identification.

Update: We targeted a range of different areas, including Honour Based Violence and new referral pathways for victims to access support at the earliest opportunity and we have focused on responding to perpetrators through a 'Drive' project. Home Office funding secured by the Police and Crime Commissioner supported ground breaking work including the establishment of Multi Agency Safeguarding Hubs (MASH). We have enhanced the voice of victims and survivors, strengthened regional learning opportunities, and improved awareness and access to support for police officers, staff and partners.

- **A Representative Workforce** - Our objective was to increase the diversity of our workforce with a particular focus on race and gender.

Update: Creating diversity within our workforce has been a priority, and to achieve this we have been able to improve BAME representation across our organisation through community outreach, creating workplace champions, and by active mentoring schemes. We remain committed to this work in the longer term and in our new Plan.

It must be emphasised that the objectives in our new Plan, which are outlined in the rest of the document, are not a complete representation of our equality work, which is far reaching and contained in numerous additional action plans and strategies. The objectives represent the areas of particular focus that we wish to embed across the whole force in order to make important changes and improvements in equality and inclusion. The objectives are all equally important to us.





# THE EQUALITY ACT

The Equality Act 2010 promotes equality for the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

The General Equality Duty is one Section of the Act, which states that each public authority (which includes South Wales Police) must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

The General Duty applies explicitly to all protected characteristics except marriage and civil partnership. However, there is still a duty to eliminate discrimination, harassment and victimisation for this characteristic.





## THE SPECIFIC DUTIES

As a non-devolved public body in Wales we are required to abide by the UK Specific Duties of the Equality Act, meaning we must:

- Annually publish information to demonstrate our compliance with the General Equality Duty,
- Prepare and publish (one or more) equality objectives we think should be achieved in order to meet the aims of the General Equality Duty,
- Ensure that our equality objectives are specific and measurable and are published in a way that is accessible to the public.

**The equality objectives contained in this Equality Action Plan are those we have chosen as the key areas we need to pursue to meet our aims under the General Duty. They have been identified in consultation with representative organisations.**

Our annual 'Equality Information' document can be found on the South Wales Police website ([www.south-wales.police.uk](http://www.south-wales.police.uk)). It includes our annual equality data as well as annual progress against our objectives.



# OUR EQUALITY OBJECTIVES

This section sets out the new equality objectives we have set until 2023. They show where we are prioritising our focus but do not fully outline all of the equality issues we are committed to working on. For example, the areas of priority in our previous Plan will continue to be progressed.

## NEURODIVERSITY

Improve the standard of service we provide to people with neurodiverse conditions, including Autism Spectrum Disorder (ASD), ensuring that internal awareness is raised about individual needs.

### Why We Chose It

**Neurodiversity** is the essential form of human diversity which encompasses the variation in human brains and minds. People naturally think about things differently and are better at some things and poorer at others. The majority of people are neurotypical meaning that the brain functions and processes information in the way that society expects.

However it is estimated that 1 in 7 people (approximately 15% of the population) are neurodivergent meaning that the brain functions, learns and processes information differently. Neurodivergence includes conditions such as autism, attention deficit disorders, dyslexia and dyspraxia.

**Autism** impacts how a person perceives the world and interacts with others, making it difficult for them to pick up social cues and interpret them. Social interactions can be difficult as they can have difficulty 'reading' other people and expressing their own emotions. They can find change difficult and uncomfortable. People on the autistic spectrum are often very thorough in their work, punctual and rule observant. Many autistic people develop special interests and can hold high levels of expertise in their given topic.

**Attention Deficit** affects a person's ability to control attention, impulses and concentration, and can cause inattention, hyperactivity and impulsiveness. People with Attention Deficit Hyperactivity Disorder (ADHD) can often be good at completing urgent, or physically demanding tasks, pushing on through set-backs and showing a passion for their work. Some people have problems with attention but not the hyperactivity or impulsiveness. This is often referred to as ADD (Attention Deficit Disorder).

**Dyslexia** is a language processing difficulty that can cause problems with aspects of reading, writing and spelling. People with dyslexia may have difficulties with processing information quickly, memory retention, organisation, sequencing, spoken language and motor skills. They can often be very good at creative thinking and problem solving, story-telling and verbal communication.

**Dyspraxia** relates to issues with physical co-ordination, and for most, organisation of thought. People with dyspraxia may appear clumsy or have speech impediments and might have difficulties with tasks requiring sequencing, structure, and organisation and



timekeeping. People with dyspraxia often have good literacy skills and can be very good at creative, holistic, and strategic thinking.

Other key points are:

- A neurodiverse community and workforce have differing needs and this is amplified for those individuals who are neurodivergent.
- Neurodivergent people are likely to be more vulnerable.
- The number of people identifying as neurodivergent is increasing.
- We are committed to taking a person-centred approach and providing a service tailored to the needs of the individual. We will place particular emphasis on understanding the specific needs of neurodivergent individuals. Officers and staff interacting with people need to be able to recognise their condition and know to make reasonable adjustments e.g. when taking calls, dealing with incidents, in custody, when taking statements, and when identifying vulnerability.
- To be viewed as an employer of choice and representative of our communities, the force should promote a neurodiverse workforce, adopting a person-centred approach to all employees. Particular emphasis will be placed on ensuring appropriate support and reasonable adjustments for all staff who identify as neurodivergent.

## What We Want To Achieve

We want our workforce to be able to provide an appropriate person-centred service to a neurodiverse community and in particular those who are neurodivergent, whether they are members of the public, victims, witnesses, or offenders. This means raising awareness and training our officers and staff. This will enable us to provide the best possible service to the public and thereby maintain public confidence in us.

We want our workforce to be more representative of our communities, which means promoting a neurodiverse workforce and taking a person-centred approach. We will prioritise offering appropriate support to those who identify as neurodivergent and we will endeavour to remove potential barriers to recruitment.

## What We Will Do and How We Will Measure Progress

We will:

- Appoint a force lead to progress this work and monitor delivery through our Equality Board.
- Enhance the accessibility of our external website so that it takes account of the needs of a neurodiverse community.
- Train a number of neurodiversity Champions within the organisation to assist with the mainstreaming of equality for those who are neurodivergent.
- Work with third sector and statutory partners to deliver training and raise awareness of neurodiversity and neurodivergence.
- Ensure our procedures and processes reflect the needs of neurodivergent people, including our custody and criminal justice procedures.
- Better support members of our organisation who consider themselves to be neurodivergent.
- Contribute to relevant local, regional, and national forums to identify and share good practice.
- Promote the Keep Safe Cymru scheme to encourage people on the autistic spectrum to register.

We will measure:

- The number of reported crimes and complaints from those identifying as neurodivergent using a flagging system on our Record Management System.
- Lessons identified and remedial actions taken in relation to any complaints regarding our service to neurodivergent people.
- Record and increase the number of staff and officers who are confident enough to identify as neurodivergent.
- Record the percentage of our workforce who receive awareness training around neurodiversity and neurodivergence.
- The number of people registered on the Keep Safe Cymru scheme who identify as being on the autistic spectrum.



# LEARNING DISABILITIES

Work to ensure that people with learning disabilities understand and have confidence to report crimes and incidents to police, and increase the number of reports from those who have learning disabilities.

## Why We Chose It

Our work around hate crime covers all the protected characteristics, as well as overlapping with other areas of policing such as anti-social behaviour, community cohesion, and many others. However, one of the areas of hate crime that we think will really benefit from additional focus is the area of learning disabilities.

It is estimated by Mencap that 1.4 million people in the UK have a learning disability and many of them will have experienced a disability hate crime of some sort. They can be failed by police forces if there are difficulties in communication, gathering evidence, or being treated as credible witnesses. Where someone with learning difficulties is a repeat victim of hate crime police may not fully appreciate their vulnerabilities or identify that they have been targeted in a campaign of harassment or abuse.

In addition, people with learning difficulties may be unaware of how to contact police, and lack the confidence to do so. As victims, they may not understand the process of how to ask for help, report crimes to police or understand the full extent of supportive engagement that can take place when police become involved.

## What We Want To Achieve

We want people with learning disabilities to be confident in the service we provide, and know how to contact us if they are a victim of hate crime. We will work with third sector and statutory partners to build trust and confidence to report crimes amongst people with learning disabilities, including the reporting of hate crime. We will also work to raise awareness amongst our officers and staff. We will also involve people with learning disabilities in the work we undertake on this area to ensure that we understand their needs. We want to have a better understanding of how we can make our services more accessible to those who have learning disabilities.

## What We Will Do and How We Will Measure Progress

We will:

- Work to enable recording and measuring of learning disability hate incidents.
- Raise awareness and train our workforce regarding learning disability hate crime, including our Public Service Centre staff who will invariably be the first point of contact for victims using our telephony service.
- Ensure our external website is accessible and addresses the needs of our communities who have learning disabilities.
- Train Learning Disability Champions within the organisation.
- Work with third sector and statutory partners to deliver relevant training to our officers and staff.
- Ensure our policies and procedures reflect our commitment and aims.
- Work with partners to increase the amount of third party reporting of learning disability hate crime.

We will measure:

- The number of reports of learning disability hate crime.
- The positive outcome rate of learning disability hate crimes.
- The number of repeat victims of learning disability hate crime.

# OLDER PEOPLE

Work to prevent older people from becoming victims of crime and ensure that the service they receive is accessible and appropriate to their specific needs.

## Why We Chose It

Although many older people are not, and do not consider themselves to be, vulnerable or in need of support in any way, some older people have specific physical or mental health needs and some may need to rely on others for help. The work of the Older People's Commissioner for Wales has identified the need to raise awareness of the abuse faced by tens of thousands of older people in Wales each year. Older people are also more likely to be targeted and subsequently be a victim of certain crime types.

The impact of anti-social behaviour and crime can be far greater on older people, particularly those that live alone, and there is a risk that older people's access to justice is unwittingly obstructed. We want to make sure that older people are protected from becoming victims of crime, and ensure older people in our area receive a policing service that meets their individual needs.

## What We Want To Achieve

We aim to raise awareness in our organisation and amongst partners of how we can safeguard older people and prevent them being victims of crime. We will work closely with the Older People's Commissioner for Wales, the Crown Prosecution Service, and other partners to do this.

We want to ensure that our services are easily accessible to older people and that proper signposting is available so that older people receive a positive service when they are victims of crime.

## What We Will Do and How We Will Measure Progress

We will:

- Appoint a member of staff to act as the lead for this area of work.
- Reduce the number of repeat victims of assault, burglary and fraud, which are the most prevalent crimes suffered by people who are aged 65 years and over.
- Understand the policing related issues which most concern and affect older people in our communities, and work with them and our partners to develop solutions.
- Provide training and awareness to our officers and staff around the safeguarding of older people.
- Contribute to relevant local, regional, and national forums to identify and share good practice around police engagement with older people.

We will measure:

- Reported crime from older people, adopting the Crown Prosecution Service definition of older people (those aged 65 years and over).
- The number of repeat victims of assault, burglary and fraud who are aged 65 years and over.
- The number of our staff who receive awareness training around the safeguarding needs of older people.



# GYPSY, ROMA AND TRAVELLER COMMUNITIES

Increase the trust and confidence of Gypsy, Roma and Traveller communities in our policing service, and promote positive relationships between Gypsy, Roma and Traveller communities and the police.

## Why We Chose It

The Gypsy, Roma and Traveller communities in England and Wales represent less than 1% of the total UK population according to 2011 Census data. However, they are subject to a disproportionate amount of discrimination and hate crime, which can prevent them from fully integrating into local, settled communities. It is important that police officers and staff engage and consult with Gypsy, Roma and Traveller communities to build trust and confidence, and we do so in a way that provides reassurance, making them feel safe, satisfied with our policing service and confident to report crimes and incidents.

Traditionally there has been a lack of mutual understanding between the Gypsy, Roma and Traveller communities and the police and we must first acknowledge this if we are to build a better relationship. There are opportunities for us to better understand our Gypsy, Roma and Traveller communities' needs and enhance the service we provide. By making this one of the objectives of our Joint Equality Plan we can give focus and momentum to our work in this area.

## What We Want To Achieve

We want to ensure that the service we provide to our Gypsy, Roma and Traveller communities is non-discriminatory and effective, that Gypsy, Roma and Traveller communities trust us and have confidence that the service we provide is fair, and that we will be supportive and understanding. To achieve this we need to ensure that our services are fully accessible and channels of communication are understood on both sides.

We want our organisation to be as representative as possible and will look to recruit members of the Gypsy, Roma and Traveller community into the force, and to support existing employees who identify as Gypsy, Roma or Traveller.

## What We Will Do and How We Will Measure Progress

We will:

- Share our ideas and consult with people from the Gypsy, Roma and Traveller communities so that we know what they want from us in order that we can provide a better service.
- Establish a working group to coordinate our force-wide engagement, chaired by a nominated force lead.
- Ensure that our external website is accessible and tailored towards the needs of our Gypsy, Roma and Traveller communities.
- Appoint Single Points of Contact in each of our geographical areas so that Gypsy, Roma and Traveller communities feel confident to liaise with them to address concerns through regular engagement.
- Produce force Guidance and Procedure, including dealing with Unauthorised Encampments, so that our officers and staff are given direction and advice.
- Work in partnership with other organisations and public bodies to positively engage with Gypsy, Roma and Traveller communities
- Provide training and raise awareness amongst officers and staff around Gypsy, Roma and Traveller issues.
- Contribute to relevant local, regional, and national forums to identify and share good practice around Gypsy, Roma and Traveller engagement with police, including the Gypsy Roma Traveller Police Association.

We will measure:

- When and how members of the Gypsy, Roma and Traveller communities are victims of crime, especially hate crime, so that we can investigate and support them better.
- The number of complaints that we receive from Gypsy, Roma and Traveller communities and address the root causes in order to reach effective resolutions that are appropriate to the community's needs.
- Record how many members of our force identify as Gypsy, Roma or Traveller and increase the number who enter the organisation to make us more representative of our communities.
- The number of staff who receive awareness training on Gypsy, Roma and Traveller communities.





# COMMUNITY COHESION

We will work with our partners to build good relations between different racial and religious groups so that our communities are resilient and protected against radicalisation.

## Why We Chose It

Community Cohesion cuts across many of the objectives outlined in this Plan and we will ensure that we consider the importance of promoting cohesive communities as we deliver on all of them. However, the period following the EU Referendum in 2016 has seen unprecedented tensions and conflicts in our public life. We have also seen a rise in far right-wing and extreme right-wing ideologies, not just in the UK but in other countries in Europe and worldwide. In the UK this has contributed to higher levels of intolerance and hostility directed towards those in different social, political, racial and religious groups. Prevent, the UK's terrorism-prevention programme which aims to stop people being radicalised, saw the number of people referred over concerns related to extreme right-wing activity increase by 36% in 2017/18.

In the face of these uncertainties and threats we want to ensure that we are doing everything possible with our partners to build a strong, safe and resilient society. This will help to prevent those vulnerable to radicalisation from being targeted, minimise and mitigate tensions within our communities, and will promote a safe and tolerant society for all.

The General Equality Duty requires us to foster good relations between people who share a relevant protected characteristic and people who do not share it. By fulfilling this specific part of our responsibilities under the Act we will be building the resilient and cohesive communities that we and our partners want, creating communities that are tolerant and resistant to radicalisation.

## What We Want To Achieve

We want to ensure that our service delivery and police operations prevent terrorism, promote community cohesion, and have the confidence of our minority ethnic communities and all religious groups.

We also want to reduce local tensions between different ethnic and religious groups through engagement and reassurance, and protect the most vulnerable in our society from the dangers of radicalisation and from those seeking to use hate speech to create tension and division.

## What We Will Do and How We Will Measure Progress

We will:

- Work with partners and communities to challenge intolerance and hate, ensuring we have common messages that speak out against violent extremism and promote tolerance and diversity.
- Foster community cohesion as active members of local community cohesion groups that provide invaluable advice in dealing with some of the most challenging issues in South Wales. We will monitor these groups to ensure they are effective and representative.
- Introduce force-wide monitoring of community tension trends, sharing findings internally and with partners where relevant.
- Enhance our community engagement by promoting our 'Patrol Along' Scheme more widely and increasing the number of members of minority groups who participate.
- Monitor the number of referrals to the government Prevent scheme across our force area.

# WORKPLACE EQUALITY

Improve equality and fairness in our workforce by encouraging members of our workforce to report domestic abuse, hate crime, and sexual harassment if they experience them as victims.

## Why We Chose It

All our officers and staff have a right to feel happy and safe in work, and feel confident to challenge any unlawful or improper conduct in their workplace. We want all of our workforce to be treated equally, fairly and with respect. We have chosen the areas of hate crime, sexual harassment and domestic abuse because we want to demonstrate a zero tolerance approach to these issues. We want our officers and staff to be confident in reporting any such incidents, knowing that the organisation will treat their report with the utmost seriousness and support those that come forward.

## What We Want To Achieve

We want our officers and staff to adopt a zero tolerance approach to any examples of hate related behaviour, or sexual harassment in the workplace - to challenge it and to report it. By adopting this approach we will make our officers and staff feel supported and valued. We also want to demonstrate our zero tolerance approach to domestic abuse by encouraging our officers and staff to disclose if they are experiencing domestic abuse so that they can be supported appropriately.

We want to have a workforce that is representative of our communities and that feels protected in work and given a fair opportunity in all elements of work life.

## What We Will Do and How We Will Measure Progress

We will:

- Increase the number of reports that are made internally in the form of grievances, complaints, incidents and crimes, whether from the victim or from a third party, that relate to sexual harassment, hate crime, or domestic abuse.
- Work with third sector and statutory partners to deliver training and raise awareness of sexual harassment, hate crime, or supporting domestic abuse victims in the workplace.
- Ensure our internal policies and procedures are clear about how officers and staff can report incidents.

We will measure:

- The number of reports of sexual harassment, domestic abuse and hate crime where members of our workforce are victims.
- The number of our workforce who receive relevant awareness training.



# REPRESENTATIVE WORKFORCE

We will work to increase the diversity of the South Wales Police workforce, with a particular focus on race and gender, to better reflect the communities we serve.

## Why We Chose It

It is important that South Wales Police employees reflect the diversity in the communities of South Wales and we will work to provide a focus on this for all protected characteristics where we are under-represented.

In particular, the recruitment of people from Black and Minority Ethnic backgrounds to South Wales Police remains a priority and we still need to improve our representation of female police officers. Positive action initiatives in recruitment and progression have been taking place in South Wales Police over the last 4 years. Whilst we have seen positive change, much more needs to be done for us to truly be representative of South Wales. The Chief Constable and the Commissioner have put a strong emphasis on the importance of improving the recruitment, retention and progression of Black and Minority Ethnic people and of women.

Whilst it is essential to continue our work to increase diversity representation across all protected characteristics and we will do so; we continue to prioritise race and gender due to the large gaps that exist to truly reflect our population.

We are particularly under-represented by minority ethnic officers at senior ranks and by women and ethnic minorities in some specialist departments. We recognise the need to address this through positive action mechanisms and through continually assessing the impact of our recruitment and progression policies and procedures on under-represented groups. In order to be the 'best at understanding and responding to our communities' needs' we need to ensure that our own people are representative of our communities so that we can provide an effective and appropriate response to everyone.

We also want to improve the representation of the other protected characteristics within the Equality Act and will work to do so during the life of this Plan.

## What We Want To Achieve

We want to see a continued increase in the proportion of female police officers and an increase in the proportion of Black and Minority Ethnic people within South Wales Police. Recruitment is the essential first step but retention and progression are also crucial. We want to increase the numbers of female and minority ethnic officers and staff, including at senior levels of the organisation and in some specialist departments. We also want to improve the representation of other protected characteristics across South Wales Police.

## What We Will Do and How We Will Measure Progress

We will:

- Increase the percentage of Black and Minority Ethnic officers and staff in employment.
- Increase the percentage of female officers in employment.
- Increase the percentage of Black and Minority Ethnic and female applicants to any recruitment intake for officers, staff, Police Community Support Officers and Specials.
- Increase the percentage of Black and Minority Ethnic and female successful recruits in any recruitment intake.
- Increase the percentage of Black and Minority Ethnic (officers only) and female employees applying to internal promotion processes.
- Increase the percentage of Black and Minority Ethnic (officers only) and female employees successful in internal promotion processes.

We will measure:

- The distribution of black and minority ethnic and female employees in all ranks/grades and specialist departments.
- The annual percentage of female leavers and leavers from Black and Minority Ethnic groups for officers and staff.
- The overall representation of officers and staff from all protected characteristics.

In conjunction with the force, the Police & Crime Commissioner's team have completed thematic reviews of recruitment, selection and progression in relation to race and gender. These have included considerations of cultural issues affecting Black & Minority ethnic and female employees. These led to the 'BME Positive Action Strategy' and the 'Plan for Female Recruitment, Progression & Retention'. We will continue to measure our success against the actions outlined in these plans. Significant progress has been made across all elements of the strategies and as a result the proportions of Black and Minority Ethnic employees and female officers are increasing. By continuing to make this an objective within our Joint Equality Plan we will continue to provide oversight on this important aspect of equality and diversity and we will also reintroduce efforts to encourage the representation of all protected groups.



# ENGAGEMENT WITH CHILDREN & YOUNG PEOPLE

Improve our engagement with children and young people; focusing on how they access our services, including the complaints.

## Why We Chose It

South Wales Police currently has no overarching approach to addressing the unique needs of children and young people. Although we engage with children and young people every day in a range of operational and other contexts, very little of our service is bespoke to their needs. We want to gather their views and feedback so that we can better adapt our policing services to their specific needs and expectations.

## What We Want To Achieve

We want children and young people to understand what we do and have trust in us to act fairly and lawfully; we want them to be confident that we will provide them with a good service when they need us, and we want them to be able to engage with us in a way they understand and which is appropriate to their needs.

We want our staff to understand that children and young people differ from adults in that they react differently, emotionally and physically, and police interactions with them can have a major impact (both positive and negative) on their lives. If we can understand the rights and needs of children and young people better we can provide them with a better service, helping to prevent them becoming victims of crime and helping to divert them from the criminal justice system if they are at risk of offending.

## What We Will Do and How We Will Measure Progress

We will:

- Work with the Children's Commissioner for Wales to embed a children's rights based approach in our work, in line with the UN Convention on the Rights of the Child.
- Work with the Children's Commissioner for Wales and other partners to engage with children and young people in different ways, gathering their feedback about our services, and acting on that feedback.
- Expand the preferred channels of communication into our organisation that are available to children and young people.

We will measure:

- The number of reports of crimes and incidents made by children and young people.
- The preferred methods of contact requested by children and young people who we engage with.
- The number of complaints from children and young people, or made on their behalf.
- The ways in which we implement a children's right based approach in different areas of the force business.



## WHO WE INVOLVED IN SETTING OUR OBJECTIVES

All objectives have been chosen as a result of specific data we hold that shows we need to improve, or because of local or national research that highlights areas of inequality.

We have consulted with partners in formulating this Plan, including members of the Commissioner's Police Accountability & Legitimacy Group.

## MONITORING AND REVIEWING THE OBJECTIVES

Progress against the objectives will be reported to the South Wales Police Equality Board, chaired by the Deputy Chief Constable. This group consists of key employees across South Wales Police that are responsible for and committed to driving forward the diversity agenda. This monitoring process will ensure accountability for the objectives across South Wales Police.

Progress against the objectives will also be provided to the Police & Crime Commissioner's Accountability & Scrutiny Board as well as the Commissioner's Strategic Board, which is chaired by the Commissioner and is attended by the Chief Constable and Chief Officers. This governance and review process will ensure that equality and diversity is given a priority focus in South Wales Police and that there is strong leadership on equality issues. We will also regularly discuss progress against our objectives with the Commissioner's Police Accountability and Legitimacy Group as this group provides external scrutiny and advice and will challenge where necessary if members feel our performance and priorities need re-evaluating.

We will publish progress on the delivery of our objectives in our annual 'Equality Information' publication, which will outline how we are meeting the General Equality Duty.

## CONCLUSION

We have set equality objectives which we believe will remove disadvantage and promote equality and fairness for our employees and those who come into contact with South Wales Police. The objectives will be communicated across the organisation so that all individuals and organisational units and departments understand their individual roles and responsibilities to deliver them.

### CONTACT US:



[commissioner@south-wales.pnn.police.uk](mailto:commissioner@south-wales.pnn.police.uk)

[publicservicecentre@south-wales.pnn.police.uk](mailto:publicservicecentre@south-wales.pnn.police.uk)



@swpolice

@commissionersw



# JOINT EQUALITY PLAN

## 2019-2023

