

JOINT EQUALITY PLAN

2019-2023



This is an easy ready version of **South Wales Police and the South Wales Police and Crime Commissioner's Joint Equality Plan 2019-2023**

February 2020

How to use this document

This is an easy read version. The words and their meaning are easy to understand.



You may need support to read and understand this document. Ask someone you know to help you.



Some words may be hard to understand. These are highlighted in **bold blue writing** and have been explained in a box beneath the word. If the hard word is used again it is in normal blue writing. You can check what this means on page 25.

For more information contact:



Address: Police Headquarters
Cowbridge Road
Bridgend, CF31 3SU



Website: www.southwalescommissioner.org.uk
www.southwalespolice.org.uk



E-mail: commissioner@south-wales.pnn.police.uk
publicservicecentre@south-wales.pnn.police.uk



Phone: 01656 869366 / 101



Twitter: @commissionersw
@swpolice

This document was made into easy read by the **South Wales Police and Crime Commissioner** using **Photosymbols**.

Contents

Introduction.....	4
Our Purpose.....	5
Our Plan.....	6
Our Equality Objectives.....	8
What we want to achieve.....	10
• Neurodiversity.....	11
• Gypsy and Traveller Communities.....	13
• Older People.....	14
• Learning Disabilities.....	16
• Engagement with children and young people.....	18
• Workplace equality.....	19
• Diverse workforce.....	21
• Community cohesion.....	23
Reviewing our objectives.....	24
Hard words.....	25

Introduction

This plan has been written by the **South Wales Police and Crime Commissioner** and **South Wales Police**.



Your **Police and Crime Commissioner** is called Alun Michael.

The Commissioner is the person who makes sure that South Wales Police do their job well.



Your Chief Constable is called Matt Jukes.

The Chief Constable is the person in charge of **South Wales Police**.

Where the document says **we** and **us**, this means the South Wales Police and Crime and Commissioner and South Wales Police.

Our purpose



South Wales Police serves 1.3 million people. This covers just under half of all the people who live in Wales.



South Wales Police responds to the public 24 hours a day, every day of the year.



We are a proud and positive organisation.

Just over 5,000 people work for us. This includes both police officers and police staff.



Our purpose is to 'Keep South Wales Safe'.

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

Our plan



It is important to us that everyone is treated equally and are given the same chances in life.

We want to make sure that everyone in South Wales can live free from:

- **Discrimination**



Discrimination is when you are treated badly or unfairly because of who you are.

For example because you are a man or a woman. Or because you have a disability.

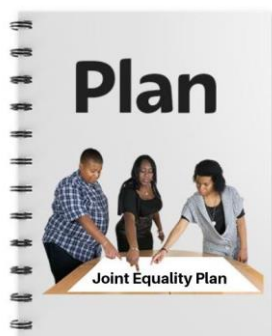


- **Harassment**

Harassment is behaviour that upsets someone – for example being bullied.

This plan is about what we will do over the next 4 years to help make this happen.

Our plan



We have written this plan to help our organisation make improvements in **equality** and **inclusion**.

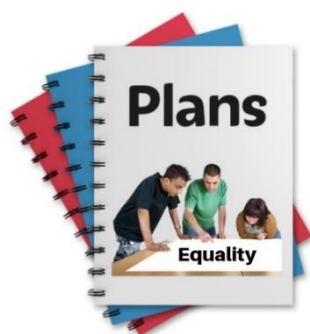
Equality means treating people fairly and making sure they have the same chances in life.

Inclusion means everyone can take part and everyone has a fair chance.



We want our staff and the public to feel that they have been treated fairly.

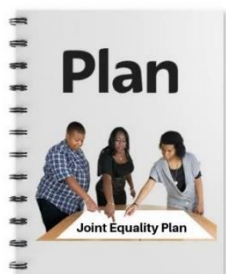
We want our staff and the public to have equal opportunities to take part.



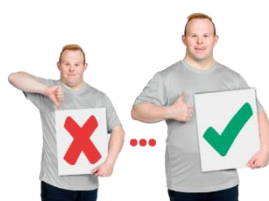
As well as this plan we also do other work to make sure that all equality work is delivered across the organisation.

Our Equality Objectives

Equality Objectives are the important things we must do to make our service in South Wales fair for everyone.



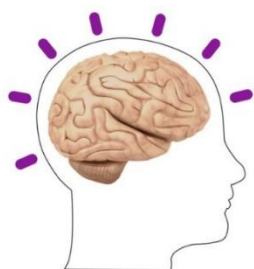
There are 8 **equality objectives** in our plan. We will focus on these 8 **objectives** over the next 4 years.



All of our **objectives** have been chosen because the information we hold tells us we need to do better in these areas of equality.

Our 8 **objectives** will focus on:

1. Neurodiversity



Neurodiversity means the differences in human brains and minds.

It means that people think about things differently. And are better at some things and not so good at other things.

2. Gypsy and Traveller Communities



Gypsy and Travellers can come from different backgrounds, other countries or cultures. Some live on special sites and move from place to place.

3. Older People



4. Learning Disabilities



People with a **learning disability** find it hard to learn some things.

5. Engagement with children and young people



Engagement is another word for taking part.

6. Workplace Equality



Workplace equality means that people are treated fairly and have the same chances where they work.

7. A **diverse** workplace



Diversity means people are not all the same.

For example, people come from different backgrounds, make different choices or are good at different things.

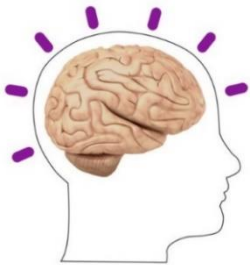
8. Community Cohesion



Community Cohesion is when people living in a local area get on well together.

What we want to achieve

1. Neurodiversity



We know that people with **neurodiverse** conditions have different needs.

Neurodiverse conditions include:

- **Autism**



People with **autism** may find some things difficult. Like communication, being with other people, or how they think and feel about things.

- **Dyslexia**



People with **dyslexia** may find reading, spelling and writing difficult.

- **Dyspraxia**



People with **dyspraxia** may find doing some things difficult. Like writing, speaking and doing certain activities.



We want to improve the standard of service that we provide to people with **neurodiverse** conditions



We feel it is important that we understand the different needs of people. So that we can provide the right service to everyone.

To help us do this. We will:



- Train our staff and officers about **neurodiversity**. And how to provide the right support for individual needs.



- Encourage people who have **neurodiverse** conditions to come and work for us.



- Support our staff and officers who have **neurodiverse** conditions.

2. Gypsy and Traveller communities



We want to increase the trust of **Gypsy and Traveller communities** with the police. So that they feel safe and happy with our service.



We know that we can do more to better understand the needs of **Gypsy and Traveller communities**.

To help us do this. We will:



- Improve the way we communicate with **Gypsy and Traveller communities**. And make sure people understand and trust what we are telling them.



- Encourage people from **Gypsy and Traveller communities** to come and work for us.



- Support our staff and officers who are from **Gypsy and Traveller communities**.

3. Older People



We want to help protect older people from becoming **victims** of crime.

A **victim** is someone who is affected by crime or anti-social behaviour.



We want to make sure that older people receive a service that they can access. And receive a service that meets their needs.

To help us do this. We will:



- Help our officers and staff understand the best ways to protect older people. So that we can stop older people becoming victims of crime.



- Review how our service meets the needs of older people. And make sure older people can easily access our service if they need to.



- Work with the **Older People's Commissioner for Wales** and the **Crown Prosecution Service** to help stop older people becoming victims of crime.



The **Older People's Commissioner for Wales** is responsible for finding ways to make life better for older people.



When the police think someone has done a crime, the **Crown Prosecution Service** decides if that person must go to court.

4. Learning Disabilities



We want to make sure that people with **learning disabilities** are confident to report to the police.



It is important to us that people with **learning disabilities** know how to ask us for help.



We also want to make sure that people with learning disabilities can easily use our service.

To help us do this. We will:



- Involve people with learning disabilities to help us make our service more easy to use.



- Raise awareness amongst the community. So that people with learning disabilities know how to report a crime to the police.



- Work with organisations like charities and communities to build the trust of people with learning difficulties. So that they feel happy to report to the police.



- Help our staff and officers better understand the needs of people with learning disabilities. So that they can offer the right service to people with learning disabilities.

5. Engagement with children and young people



We want children and young people to understand what we do and have trust in us.



It is important to us that children and young people feel happy to report to the police if they ever needed to.



If we can understand the needs of children and young people better. It helps us provide them with a better service.

To help us do this. We will:



- Listen to the opinions of young children and young people to help us respond to them in the right way.



- Work with organisations like charities and community groups. To help stop children and young people committing crimes.



- Help our staff and officers understand children's rights. And the best ways to support children and young people.

6. Workplace Equality



Workplace equality means that people in work are treated fairly and have the same chances in life.

We want all our officers and staff to be treated equally and with respect.



If our staff and officers experience **domestic abuse**, **hate crime**, or **sexual harassment**. We want them to feel confident to tell us. So that we can help them.



Domestic abuse is any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member. It can happen to anyone.



Hate crime is being harassed or attacked because people think you are different.



Sexual harassment is any sexual behaviour that causes someone to feel uncomfortable. Because they do not want it.

To help us do this. We will:



- Not accept any behaviour that involves hate and **sexual harassment** in the workplace



- Encourage our staff and officers to challenge any behaviour that is not acceptable. And report it to us.



- Encourage our staff and officers to tell us if they are experiencing **domestic abuse**. So that we can support them.

7. A Diverse Workforce

It is important that we reflect the **diversity** of our communities.



Diversity means people are not all the same.

For example, people come from different backgrounds, make different choices or are good at different things.



We want to improve on the work we have done to increase the number of women who work for us. And **black, Asian minority ethnic people** who work for us.

Black, Asian minority ethnic (BAME) means people who are black, Asian or from other ethnic minorities



We believe we can still do more to have a **diverse** organisation that represents the communities of South Wales.

To help up do this. We will:



- Encourage women and **black minority ethnic people** to come and work with us.



- Support women and **black minority ethnic people** who work for us. So that they can develop their skills.



- Improve how we encourage all **diverse** people to come and work with us. Including disabled people and **transgender** people.

Transgender people are born as one sex and want to live as the other sex. For example, a person who looks like a man may feel like a woman inside.

8. Community Cohesion



We want to make sure that our communities in South Wales feel safe. And are protected against people who support **terrorism**.

Terrorism is the use of fear and violence to scare people.

People who support terrorism use fear and violence to get what they want.



We want to make sure we are doing everything possible to build a strong and safe community.

To help us do this. We will:



- Work with organisations such as charities and community groups to stop vulnerable people being targeted by **terrorism**.



- Work with organisations such as charities and community groups. So that we can reduce tensions between different **ethnic** and **religious** groups.

Religion or belief is when someone follows a religion. They may dress a certain way or do certain things because of it.

Reviewing our objectives



We will regularly look at how well we are doing against each of our objectives.



We will update our **South Wales Police Equality Board** on our progress against each of our objectives.

South Wales Police Equality Board is a meeting that our staff and officers attend. The board is responsible for making sure we are always working to improve equality and inclusion.



We will also update our **Police Accountability and Legitimacy Group** on our progress against each of our objectives.

The **Police Accountability and Legitimacy Group** is a meeting that local charities and community groups attend. The group is responsible for making sure that our service is fair for everyone.



At the end of the year, we will write an annual equality report. The report will explain the work we have done throughout the year on each of the objectives.

Hard Words

Discrimination

Discrimination is when you are treated badly or unfairly because of who you are. For example because you are a man or a woman. Or because you have a disability.

Harassment

Harassment is behaviour that upsets someone – for example being bullied.

Equality

Equality means treating people fairly and making sure they have the same chances in life.

Inclusion

Inclusion means everyone can take part and everyone has a fair chance.

Equality Objectives

Equality Objectives are the important things we must do to make our service in South Wales fair for everyone.

Neurodiversity

Neurodiversity means the differences in human brains and minds. It means that people think about things differently and are better at some things and not so good at other things.

Gypsy and Travellers

Gypsy and Travellers can come from different backgrounds, other countries or cultures. Some live on special sites and move from place to place.

Learning Disabilities

People with a learning disability find it hard to learn some things.

Engagement

Engagement is another word for taking part.

Workplace equality

Workplace equality means that people are treated fairly and have the same chances where they work.

Community Cohesion

Community cohesion is when people living in a local area get on well together

Autism

People with autism may find some things difficult. Like communication, being with other people, or how they think and feel about things.

Dyslexia

People with dyslexia may find reading, spelling and writing difficult.

Dyspraxia

People with dyspraxia may find doing some things difficult. Like writing, speaking and doing certain activities.

Victim

A victim is someone who is affected by crime or anti-social behaviour.

Older People Commissioner's Commissioner for Wales

The Older People's Commissioner for Wales is responsible for finding ways to make life better for older people.

Domestic abuse

Domestic abuse is any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member. It can happen to anyone.

Hate crime

Hate crime is being harassed or attacked because people think you are different.

Sexual harassment

Sexual harassment is any sexual behaviour that causes someone to feel uncomfortable and does not want.

Diversity

Diversity means people are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

Black, minority ethnic

Black, minority ethnic people from black and minority ethnic groups may come from different countries. They have different beliefs, values and cultures than most other people in their community.

Transgender

Transgender people are born as one sex and want to live as the other sex. For example a person who looks like a man may feel like a woman inside.

Terrorism

Terrorism is the use of fear and violence to scare people. And force people to do what they want.

Religion or belief is when a person's belief may mean they have to do certain things or dress in a certain way.