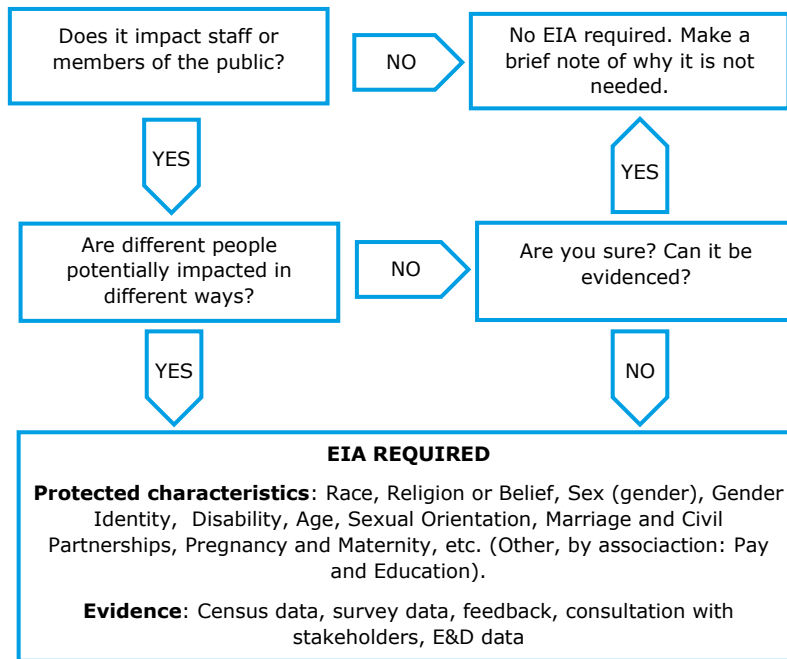


### Equality Impact Assessment Template (EIA)

Please consider the below flowchart before starting your assessment. All public bodies must pay 'due regard' to the Protected Characteristics detailed within the Equality Act 2010.



Name of the policy, procedure or business area:	Police and Crime Plan 2025-2029
Name of the person carrying out the Equality Impact Assessment:	Cheryl Gayther
Role of the person carrying out the Equality Impact Assessment:	Policy Advisor Office for Police and Crime Commissioner (OPCC)

## 1. Purpose

1.1 What are the aims of the policy, procedure or activity and how do they fit in with the wider aims of the organisation?	<p>One of the key responsibilities of the Police and Crime Commissioner is to issue a Police and Crime Plan as soon as practicable after taking office and within the financial year of being elected.</p> <p>The PCC’s plan is informed by and reflects the key opportunities, risks and challenges in Dyfed-Powys Police and key partners. It will direct the Police Delivery Plan and the resources as well as provide the basis for monitoring the force performance.</p> <p>The plan will set out the PCC’s priorities and detail various measures in delivering and assessing these priorities.</p>
--	---

	In forming this Plan, consultation sessions were held with residents of the Dyfed-Powys area to understand their views. This ensures the plan is shaped by the public and local stakeholders.
1.2 What are the motivators or driving forces in the development of this policy, procedure or activity?	In accordance with section 5(1) of the Police Reform and Social Responsibility Act 2011, PCCs must set the police and crime objectives for their area through a Police and Crime Plan.

## 2. Assessment

To assess the impact that the policy, procedure or activity has or is likely to have on a person, it is important to look at all the data and information available to you. It may be necessary to obtain further information through consultation, which should also be included.

You are looking for bias that can occur when there are significant differences between groups of people in the way the policy, procedure or activity impacts them, in respect of Protected Characteristics (age, sex, disability, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief).

In carrying out this assessment, it is suggested that you consider:

- **Data in relation to the personal diversity data** which is relevant to the policy. E.g., if the policy relates to service delivery, then you may need to look at CENSUS data, and any personal diversity data we hold in relation to people accessing those services.
- **Grievance data** – it may identify issues which may need addressing through the equality impact assessment e.g., complaints relating to accessibility for wheelchair users in custody, will need to be addressed through the equality impact assessment when reviewing the custody procedure document.
- **Any research available in relation to inequality surrounding the policy matter** – this may include HMIC reports, Equality and Human Right Commission reports etc. E.g., there are several reports which highlight inequality around stop and search, and the diversity of police officers which could be taken into consideration in drafting relevant equality impact assessments.
- **Consultation with diverse groups including our diversity champions, IAG members and staff support networks** - this would provide external challenge to the equality impact assessment and ensure that the opinions of our diverse communities are considered.
- **Any survey data which exists relating to this matter.**
- **Any other individuals/groups that you think could assist you** – with a direct link to the matter.

A selection of data which may be useful to you can be found on the [Equality and Diversity intranet page](#). Should you require advice as to what information/data you need to consider in completing this EIA then please do not hesitate to contact the Equality and Diversity Manager via Teams.

Please list any data/consultation/research you have considered in undertaking this assessment:
Detailed research & consultation has been undertaken in leading to recommending the priorities, including: <ul style="list-style-type: none"> <li>• Consideration of national policing documents: <ul style="list-style-type: none"> <li>○ Strategic Policing Requirement</li> </ul> </li> </ul>

- Policing Vision 2030
- National Crime and Policing Measures
- Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) Police Efficiency Effectiveness and Legitimacy (PEEL) Assessment Framework
- APCC Guidance
- APACE Guidance
- College of Policing Code of Ethics
- NPCC 2040 Future Operating Environment
- Witness Charter
- Domestic Abuse Joint Justice Plan
- Revised NPCC VAWG National Framework
- APCC Rough Sleeping Guide
- Policing Productivity Review
- Right Care Right Person APCC Guidance
- Relevant legislation:
  - Police Reform and Social Responsibility Act 2011
  - Policing Protocol Order 2023
  - Victim and Prisoner's Bill (Victim's Code)
  - Equality Act 2010
  - Protect Duty
  - Online Safety Act
- Regard of key national Welsh documents:
  - Future Generations Framework
  - Policing in Wales Aims
  - Rural Crime Strategy for Wales
  - Trauma Informed Wales Framework
  - The Older Commissioner for Wales Workplan
  - Victims Commissioner Strategic Plan
  - Children's Commissioner for Wales Strategic Plan
  - Relevant legislation, which Police and Crime Commissioners may not be named as "relevant bodies" due to being governed by Westminster, but in the interest of collaboration and alignment with statutory partners, PCCs in Wales are wise to have regard to:
    - Wellbeing of Future Generations Act
    - Socio-economic Duty
- Appraisal of key Dyfed-Powys Police documents:
  - Control Strategy 2024-25
  - Chief Constable's delivery plan & performance framework
  - Strategic Assessment
  - Audit & inspection findings
  - Performance reports
  - Force Management Statement
  - Mid Term Financial Plan
- Review of partners' priorities under the reciprocal duty:
  - Public Service Boards (PSBs)
  - Community Safety Partnerships (CSPs)
  - Mid and West Wales Fire and Rescue Services (MAWWFRS)
  - Powys Teaching and Hywel Dda University Health Boards
  - Welsh Ambulance Service Trust
  - Youth Justice Services
  - Criminal Justice in Wales and the Dyfed-Powys Local Criminal Justice Board
- Consultation with:

- Residents and businesses within the Dyfed-Powys area
- Selection of middle & senior managers within DPP through a workshop
- 'Lesser heard' minority groups through facilitated sessions
- key stakeholders & partners through focus groups
- The Dyfed-Powys Police and Crime Panel
- Wider public through online and hard copy survey promoted via social media and local press
- Independent Advisory Group who provided advice to us on the alternative accessible versions of the published Police and Crime Plan.

As well as analysis of relevant think tank / review reports and consideration of practice elsewhere.

**Detail the result of your assessment in the below graph:**

You need to note any findings here. Has your research identified any negative or disproportionate impact on certain groups? Have we received complaints from certain groups of people in relation to the policy, procedure or activity? Have the IAG members raised any concerns? Detail any such findings in the below graph.

**Could the policy, procedure or activity have a negative disproportionate impact on people who share this protected characteristic?**

2.1 **Age** (children, young people (17-25), older people or groups, e.g., over 55's)

No.

Priority 1 focuses on supporting victims and preventing victimisation of all age groups, with a statutory duty to safeguard children and young people and promote their welfare. Safeguarding partners and support services provide wraparound, whole-system support to vulnerable people, in particular, child victims of sexual exploitation, abuse, and sexual harassment.

Priority 2 focuses on supporting safe communities by preventing harm and in particular supports policing and criminal justice services to deliver interventions for children and young people which focus on diversion and prevention, both in education settings and the community.

Priority 3 includes the promotion and protection of children's rights, empowering them to take control of their lives and futures.

The Plan commits to provide a police service and justice system that ensures people are:

Protected – we protect people from crime and seek justice for victims.

Respected – we are perceived as fair, respectful and impartial in all we say and do.

Involved – we support people from all backgrounds to contribute to how we work.

	<p>Represented – we are representative of the public we serve, promote equal opportunities, eliminate discrimination and encourage confidence in our officers, staff and volunteers.</p>
<p><b>2.2 Disability</b> (seen or unseen physical, cognitive, hearing/visual impairment, mental health issues or learning difficulties)</p>	<p>No.</p> <p>The Plan commits to support the Chief Constable to establish a strong ethical and professional culture that enables and welcomes inclusion, and challenges inappropriate and non-inclusive behaviour when it occurs.</p> <p>In writing this plan facilitated consultation sessions took place with 'lesser heard' groups which included a Visually Impaired group and a Deaf club. Their needs and thoughts were fed into the Plan. The Plan will be produced in Easy Read format and British Sign Language to ensure that it is inclusive and accessible to all.</p> <p>The Plan also includes reference to mental health support:</p> <p>We will work with the police and partners to oversee the delivery of the Right Care, Right Person approach, ensuring that people of all ages who have health and/or social care needs are responded to by the right person, with the right skills, training, and experience, to best meet their needs.</p> <p>With regards to the publication of the Police and Crime Plan, we will be creating additional accessible versions specifically for individuals who have learning difficulties (an Easy Read version), as well as visual and hearing impairment (Braille version and a BSL version of the Easy Read).</p>
<p><b>2.3 Gender Reassignment</b> (Individuals, both staff and public, who are transitioning or have transitioned from their biological sex at birth, non- binary, or gender fluid)</p>	<p>No.</p> <p>The Plan promotes a trauma informed, anti-racist, gender responsive, psychologically led approach that recognises the vulnerability of children, young people and adults which improves their life chances.</p> <p>The Plan is anchored in core principles that reflect our values and guide the actions we will take. One of these principles is a tailored, person-centred approach, this includes work to address the specific needs and challenges faced by different genders, ensuring equitable access to our services.</p>

<p><b>2.4 Marriage and Civil Partnership</b> (employment discrimination)</p>	<p>No. Marital status does not affect inclusion. The Plan will undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.</p>
<p><b>2.5 Pregnancy and Maternity</b> (pregnancy period and the time absent from work before and after the birth, including adoption, fostering and baby-loss)</p>	<p>No. Pregnancy and maternity does not affect inclusion. Population and household profiles across Dyfed-Powys have been considered in setting out priorities. The Plan will undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.</p>
<p><b>2.6 Race</b> (people defined by their colour, nationality, including citizenship, ethnic or national origins)</p>	<p>No. Race does not affect inclusion. The Plan will foster an inclusive culture where diversity is represented and equality is a fundamental principle, through supporting delivery of Dyfed-Powys Police and the office's joint Strategic Equality Plan.</p> <p>The Plan also sets out our commitment to contributing work towards the Welsh Government aim of an Anti-Racist Wales.</p> <p>With regards to the publication of the Police and Crime Plan, we will produce the plan in other languages upon request, and will add a sentence to the plan to note that 'a word document of the plan is also available in other 'community languages' upon request'.</p>
<p><b>2.7 Religion or belief</b> (any religion, including no religion, any belief – includes religious and philosophical beliefs, no beliefs)</p>	<p>No. Religion or belief does not affect inclusion. The Plan will support the Chief Constable to establish a strong ethical and professional culture that enables and welcomes inclusion, and challenges inappropriate and non-inclusive behaviour when it occurs.</p>
<p><b>2.8 Sex</b> (Consider Male, Female, Intersex – biological sex assigned at birth)</p>	<p>No. Sex does not affect inclusion. The Plan will undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.</p>

<p>2.9 <b>Sexual Orientation</b> (a person's sexual or romantic attraction to other people, or lack thereof)</p>	<p>No. Sexual orientation does not affect inclusion. The Plan will undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.</p>
--	---

The Socio-Economic Duty states that: "An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage."

<p>2.10 <b>Pay</b> (lower/higher pay within communities, employment status, being on benefits, unable to work)</p>	<p>No. Pay does not affect inclusion. The Plan will undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.</p>
<p>2.11 <b>Education</b> (no education, low educational achievement, high educational achievement)</p>	<p>No. Education does not affect inclusion. The Plan will undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.</p>

In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:


<p>2.12 Evidence your considerations on how the policy decision would have positive effects, or increased positive effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p>	<p>The Plan will be produced and published bilingually.</p> <p>The profile of the Welsh speaking population across Dyfed-Powys has been considered in setting out the plan. Consultation activity was run bilingually to ensure Welsh speakers were able to contribute through the medium of Welsh.</p> <p>The Plan gives due regard to the requirements of the Welsh Language (Wales) Measure 2011 in ensuring the Welsh language is not treated less favourably than the English language.</p> <p>The Commissioner will also support the Chief Constable to invest in increasing Dyfed-Powys Police's capacity to deliver policing services through the medium of Welsh.</p> <p>The Plan will be available in Easy Read format and BSL to ensure that it is inclusive and accessible to all.</p>
---	--

<p>2.13 Evidence your considerations on how the policy decision would <b>NOT</b> have adverse effects, or how it would have decreased adverse effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p>	<p>As above</p>
--	-----------------

### 3. Action plan to reduce identified impact

Where a negative or disproportionate impact has been identified, then we need to be taking steps to reduce or eliminate this impact through making relevant changes to the policy, procedure or activity.

Where it is considered that the policy, procedure or activity causing the impact is justifiable, then the reasons for this conclusion must be explained clearly.

<b>Identified impact:</b>	N/A
<b>Action proposed:</b>  N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.	N/A
<b>Completion date:</b>	31/10/24
<b>Review date:</b>	
<b>EIA approved by:</b>	
<b>Date of Approval:</b>	12.11.2024

\*\*copy and paste the above table as many times as necessary, depending on the number of 'impacts' identified)

**Please submit your completed EIA with your draft policy to the Policy Officer for review. Policies are subject to final approval via the force Governance structure for your business area prior to publication.**