

Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.



Dyfed-Powys Police and Office of the Police and Crime Commissioner

Working together to meet our General Equality Duties

Progress Report April 2022



This report will outline the progress made by the Force and OPCC over the last year against our Strategic Equality Objectives for 2020-2024.

Following consultation and engagement with members of our public, and our staff and officers, the following objectives were agreed as the priorities for 2020-2024.

- 1. To increase the diversity of our workforces so that we are truly representative of our communities.
- 2. To ensure that once in employment, our diverse workforce is being treated fairly and equitably.
- 3. To improve our understanding of our diverse communities in order to ensure that our services are fit for purpose, and that all of our communities have a voice in policing.
- 4. To ensure that we are effectively identifying and reacting to issues relating to community cohesion with a view to reducing the number of hate related crimes and incidents being committed within our Force area.

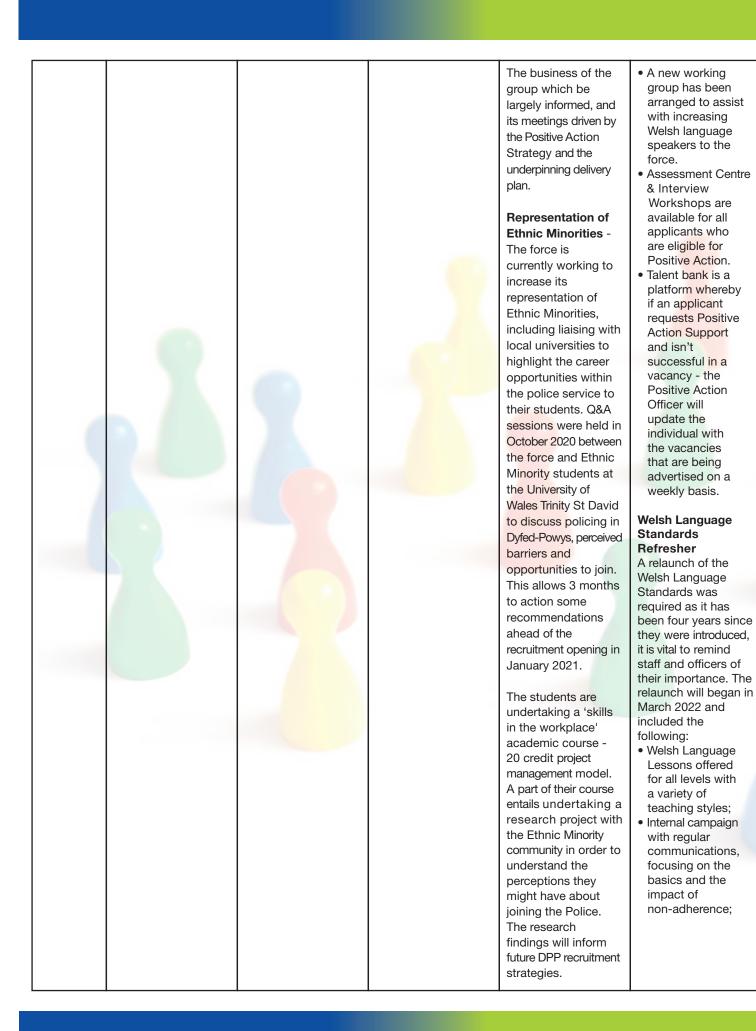
A full explanation of how we identified these equality objectives, together with the actions we plan to undertake can be found in our Strategic Equality Plan 2020-2024.

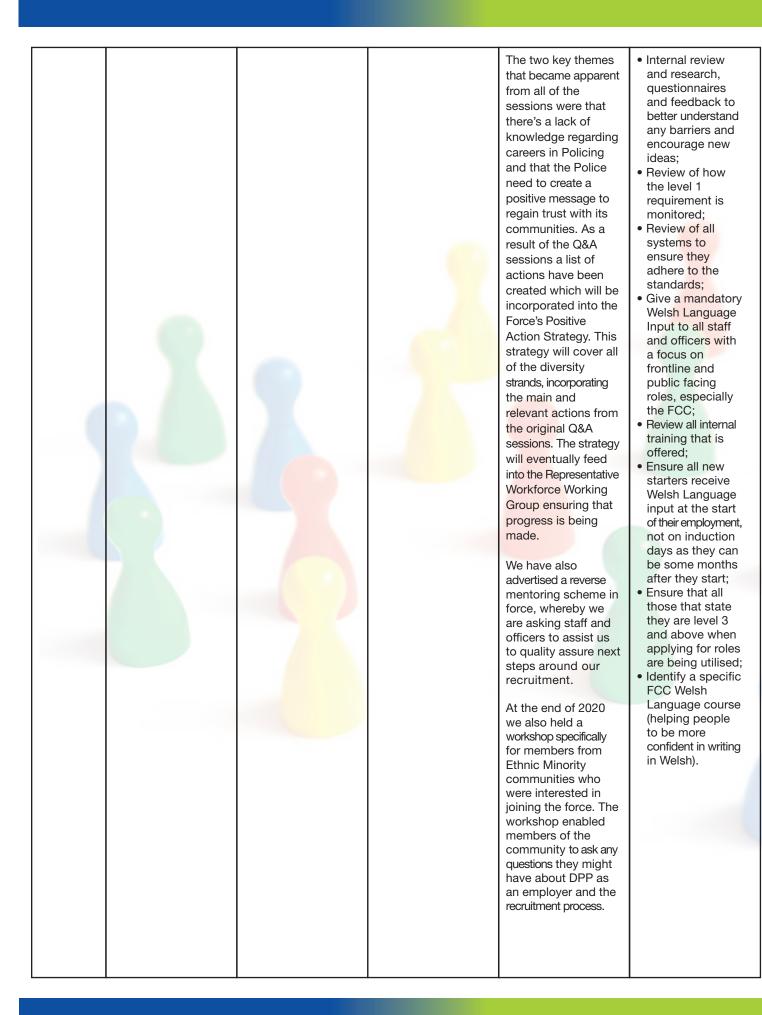
The objectives will drive progress against our general compliance with the Equality Act 2010, ensuring that we are providing a fair and equal service to our communities, as well as helping us become employers of choice for our collective workforces.

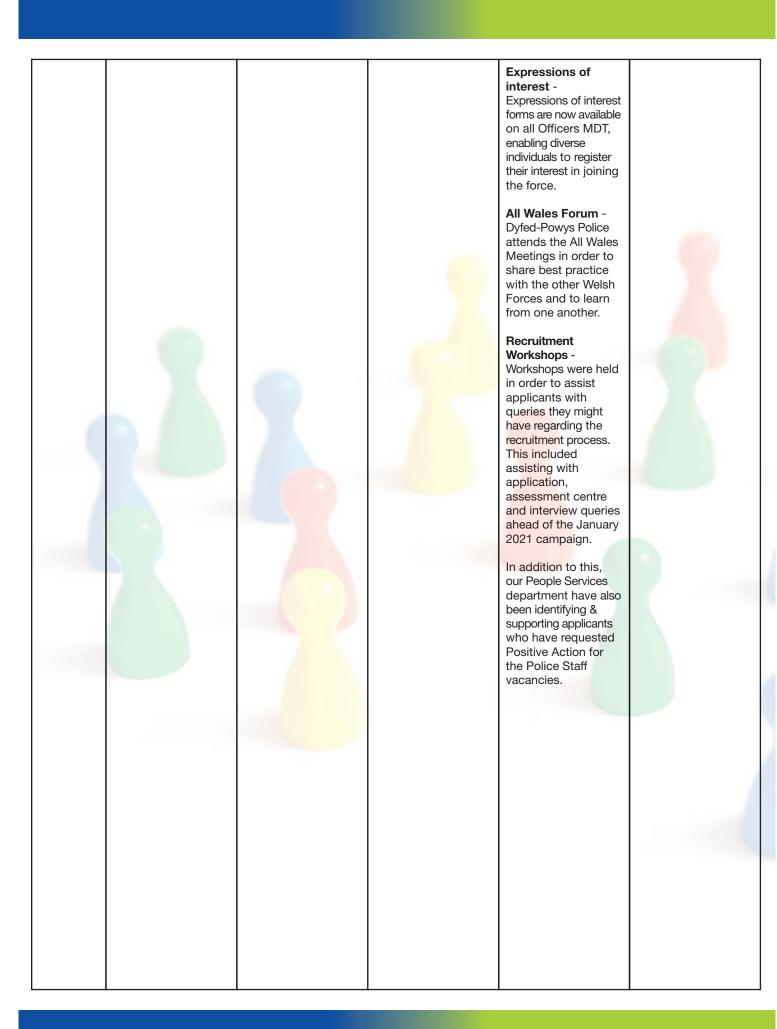
This progress report will include information on the various work streams which we have in being over the last year in order to develop against our objectives.

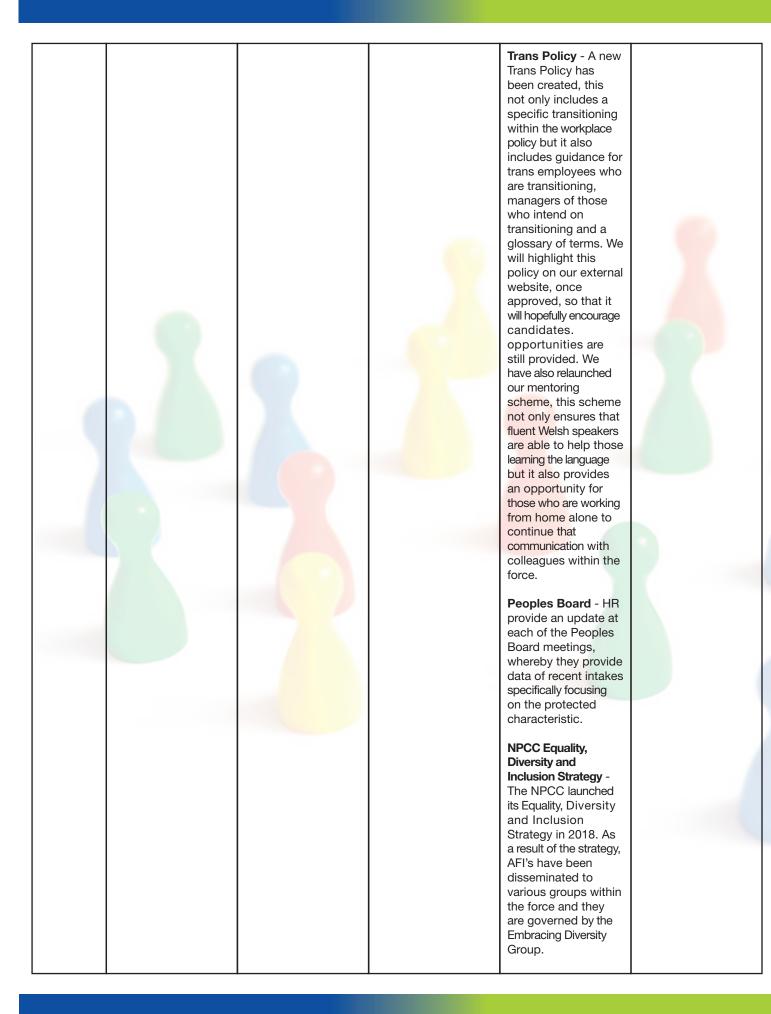


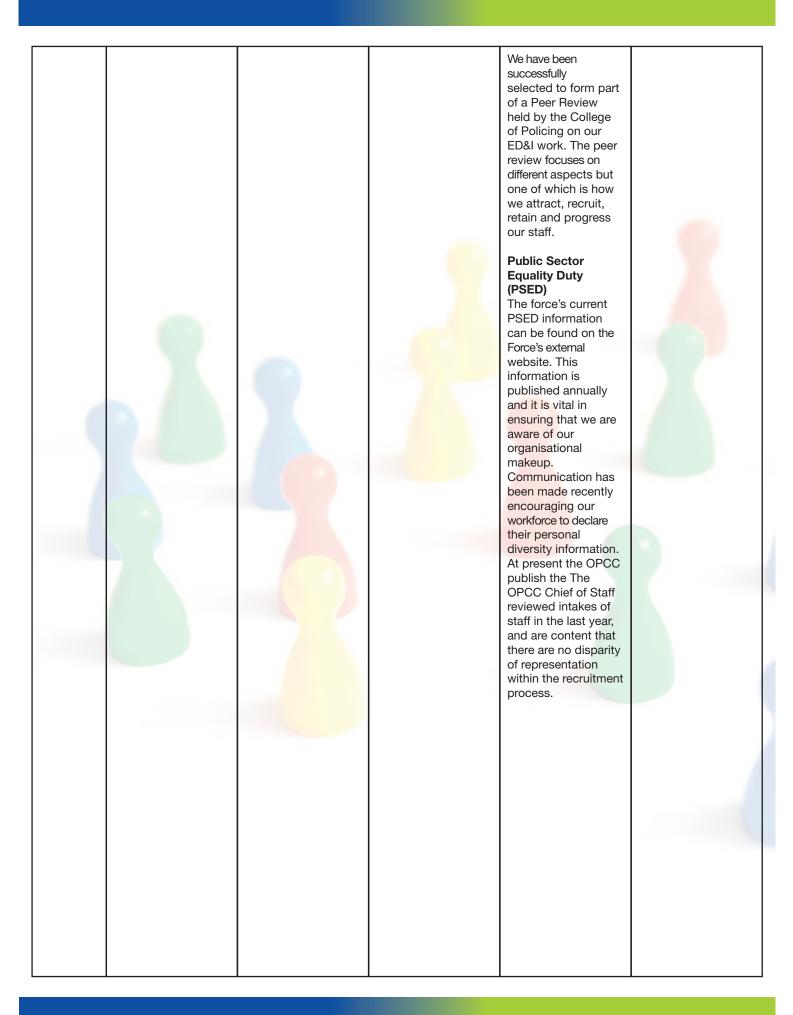
Objective Objective title No	How?	Monitoring	Update	Update 2022
1 To increase the diversity of our workforces so that we are truly representative of our communities.	 Review and evaluate progress being made against our Strategy: "A plan for ensuring that our workforce reflects the communities we serve"; Actively engage our diverse communities to ensure that we are identifying and removing barriers to them joining the Force and OPCC; Systematically review infrastructure and working processes in order to ensure that we are increasing opportunities for underrepresented communities to work for us; and Encourage our workforce to disclose personal diversity data with the organisation on order to allow us to assess representation accurately. 	 We will review all intakes of staff and officers periodically in order to identify any disparity of representation within the recruitment process; We will monitor the success of recruitment campaigns to ensure that we are effectively engaging with our diverse communities; and We will periodically review the personal diversity data we collate regarding our staff and officers to identify disparity, as well as unwillingness to disclose 	Representative Workforce Working Group - In 2019 the Representative Workforce Working Group was created in order to ensure that the force is truly representative of its communities and doing all that it can to attract diverse applicants. Innovative ideas are welcome so that we can connect and communicate with the smaller communities within the Dyfed- Powys area. The group includes Staff Support Network representatives, People Services, Corporate Communications and representatives from the Equality & Diversity department. The Equality & Diversity department created this group, as it was felt that there were gaps in the force's recruitment strategy. This group has not met for some time however, in consultation with HR regular meetings have restarted. A monthly Representative Workforce Working Group (RWWG) is held which is chaired by Chief Insp Stuart Bell and feeds into the EDG, which ultimately feeds into People's Board. A part of the group's role is to review recruitment data provided by HR, identifying any disparity and addressing any issues.	Recruitment and Positive Action The current focus is on increasing applications from Ethnic Minority, Females & Welsh Speakers - to do this, we have done the following: • Police Officer recruitment opened in January 2022, we are also advertising on 16th March as we need to increase our applicant pool. • Recruitment familiarisation events were and will continue to be held prior to opening a Police Officer campaign. • To advertise these events we work with Corporate Communications to utilize social media platforms and the website. • Informative videos of female officers were shared on International Women's day which also advertised roles. • We engage with the PCEOs so that they can advertise in their areas with a view to increasing applications from the above. • We engage with our local multi-cultural centres and also local mosques. • We also utilise the Staff Support Networks and the local Universities /Colleges.



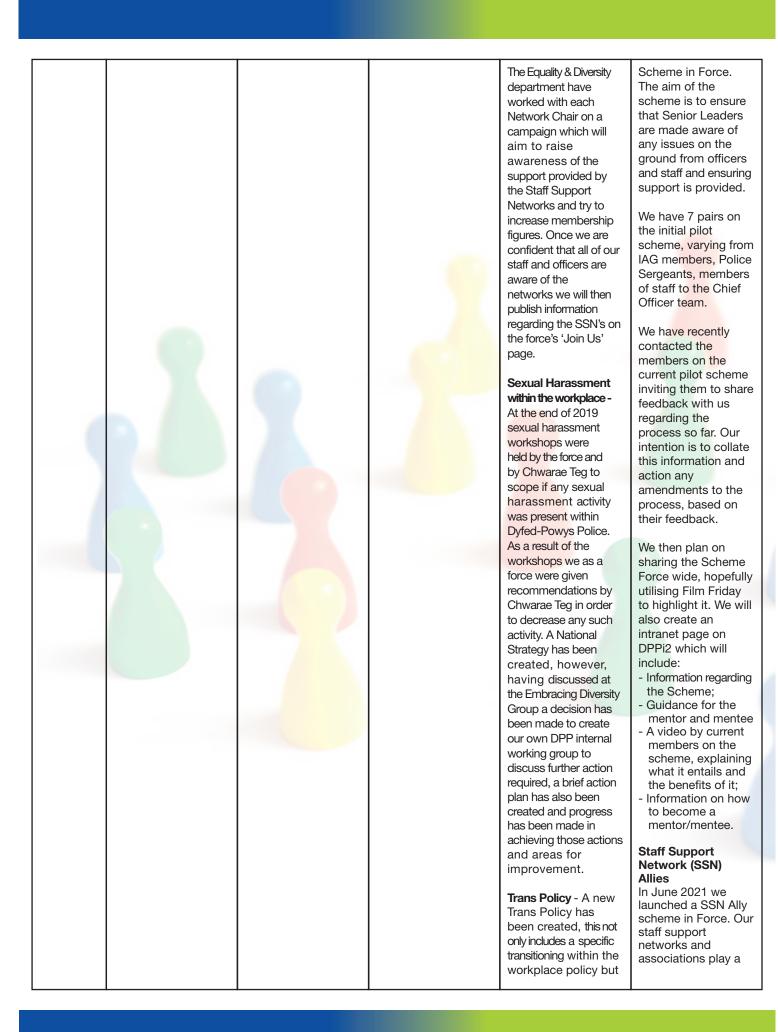


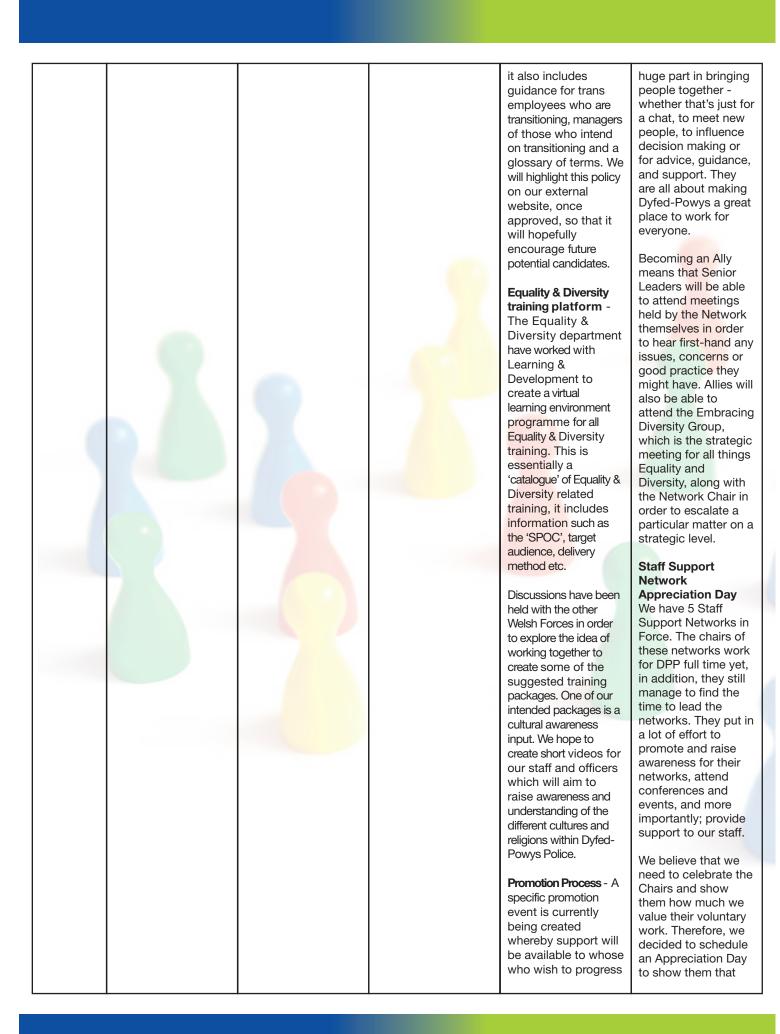


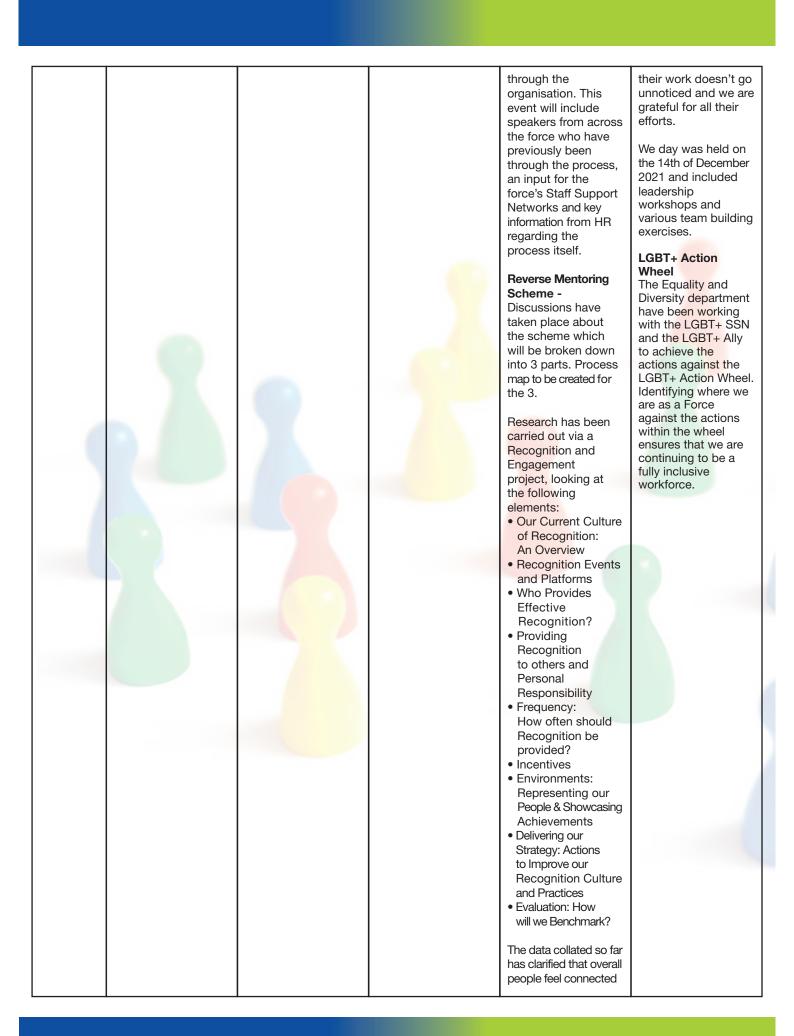




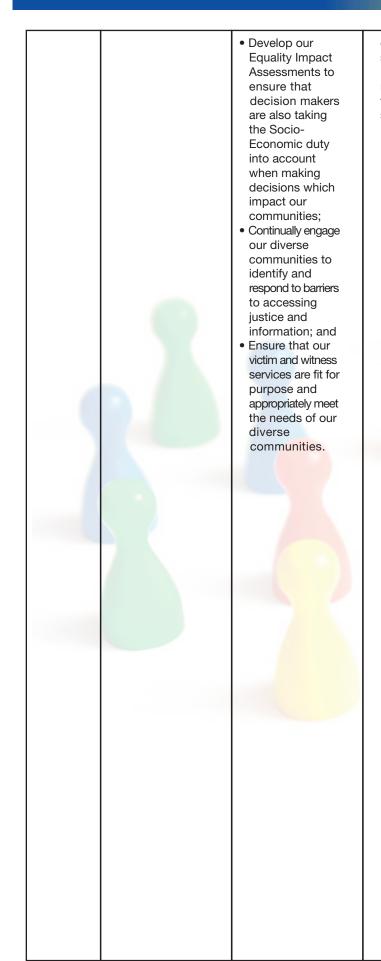
2	To ensure that once in employment, our diverse workforce is being treated fairly and equitably	 Continue to make progress against the Force's 'Retention and Progression Positive Action Strategy'; Identify and remove barriers to progression for our diverse workforce, looking for best practice across both public and private sectors; and Ensure that we understand and respond to the diverse needs of our workforce. 	 We will review all Fairness at Work submissions to identifying whether there are particular areas for focus; We will review our Gender Pay Gap year on year to identify whether there is a decrease in the gender pay gap as a result of the work undertaken to meet this objective; We will monitor workforce data to identify whether our actions are having a positive impact on representation; and - We will review all staff surveys undertaken to understand whether or not our staff and officers have a sense of belonging. 	Public Sector Equality Duty (PSED) The force's current PSED information can be found on the Force's external website. This information is published annually and it is vital in ensuring that we are aware of our organisational makeup. March 2020's data identified that 326 employees have declined to specify their sexual orientation, 18 declined to specify a disability and 238 did not wish to disclose their religion. We need to identify why employees do not wish to disclose such details. Communication has been made recently encouraging our workforce to declare their personal diversity information. Representative Workforce Working Group - The RWWG oversees a data set outlining representation of ethnicities and genders across ranks and grades with the stated intention of reducing disproportionality and ensuring fairness of opportunity regardless of protected characteristics DPP Staff Support Network - Christian Police Association - Ethnic Minority Support Network - Christian Police Association - Ethnic Minority Support Network - Cherstian Police Association - Ethnic Minority Support Network - Christian Police Association - Ethnic Minority Support Network - Cherstian Police Association - Ethnic Minority Network	 Positive Action The Together Better Campaign has been advertised in force. Dyfed- Powys Police are supporting The Together Better Campaign as it's a national campaign from the NPCC Police campaign from the NPCC Police Uplift Team. The campaign aims to raise awareness around the benefits of a diverse workforce and to explains why the use of Positive Action is vital to achieving this. Positive Action Support was provided to the Inspectors' Promotion Process where applicants eligible for Positive Action attended amentoring/coaching group following this Interview mock boards were held. Assisting our specialist departments (ARV) to increase female representation. Chief Officers are also reviewing Females in Senior Ranks. Gender Pay Gap data has been received and reported, the Gender Pay Gap report is being updated and will be finalised by the end of March. Reverse Mentoring We are currently trialing a Reverse Mentoring







				to their teams but we are lacking that organisational engagement. OPCC - The OPCC's Compliance and Performance Manager has requested data from DPP HR, and is currently preparing an analysis report for the OPCC's Executive Team for April 2021. The Executive Team will recommend actions that need to be considered as a result of any issues that are highlighted in the analysis report.	
3	To improve our understanding of our diverse communities in order to ensure that our services are fit for purpose, and that all of our communities have a voice in policing	 Develop an effective engagement strategy to be utilised by the Force and OPCC, focusing on ensuing that our most diverse communities are being engaged with appropriately. This could include working with partners such as support groups, advocates and other public services; Implement an effective Equality and Diversity training strategy in order to ensure that our staff and officers have the appropriate skills and knowledge to effectively engage our diverse communities; Implement the recommendation of the OPCC's review of Initial Public Contact with Dyfed-Powys Police; 	 We will monitor the number of people engaged with throughout the year, together with their demographics in order to assure ourselves that all communities are being positively engaged with; We will dip sample instances of engagement with to understand how that engagement has positively impacted policing, and how this has been communicated to the community in question; We will monitor complaints made regarding accessing services provided the Force and OPCC to identify any areas for concern; and - We will identify and monitor any data, which indicates who is contacting the Force and OPCC 	Police Community Engagement Officers (PCEO) - The Crime and Harm Reduction unit, Corporate Communications and the Equality & Diversity department are all jointly responsible for ensuring that our PCEO's are supported and provided with adequate training. The role of a PCEO is to engage with minority communities. An example of the training provided is a British Sign Language course; the PCEO'S have all recently completed their level 1 BSL training. Ardal - We have placed all Equality & Diversity key calendar dates on Ardal. This is to ensure that everyone across the force area has access to the same information, resources etc.	Cultural Awareness Video We are in the process of finalising a Cultural Awareness Video which will be made available to all officers and staff right across Dyfed- Powys. The aim of the video will be to provide officers and staff with the opportunity to hear first hand from people from a whole range of different backgrounds and cultures with information and insight on the things we should know about, and the things we should be aware of when interacting with people. These could be small things, or big things, but if it would make a difference and help to break down barriers in communication - it's something our officers and staff should know.



e.g. use of schemes such as Pegasus and the non-emergency text messaging service.

Independent Advisory Group

(IAG) - The IAG meet on a quarterly basis and provide invaluable advice and recommendations to the force prior to creating a specific process or decision. An example of this was their feedback regarding Spit Hoods and the Mental Health Triage Team - they act as a critical friend to the force.

All future meetings will have a standard agenda item whereby the group are able to review S&S records, ensuring fairness is given at all times.

The Equality & Diversity department have recently created a virtual membership campaign. We utilised our social media platforms in order to increase our IAG membership, ensuring that we fully represent our communities.

Accessibility

Scheme Review - A decision was made at the last Embracing Diversity Group (EDG) to carry out a review of the various accessibility schemes the force are a part of (Herbert Protocol, Pegasus, Access Wales etc.)

Once we have collated all of the information a paper will be made for the consideration of the EDG whereby they will review the schemes we support (this will then go to Peoples Board or final approval) a page will then be created on DPPi2 which will We wrote to members of our communities looking for willing volunteers who would be happy to record a piece to camera taking about their culture or background, and providing this advice to our team here in Dyfed-Powys.

Accessibility Hub

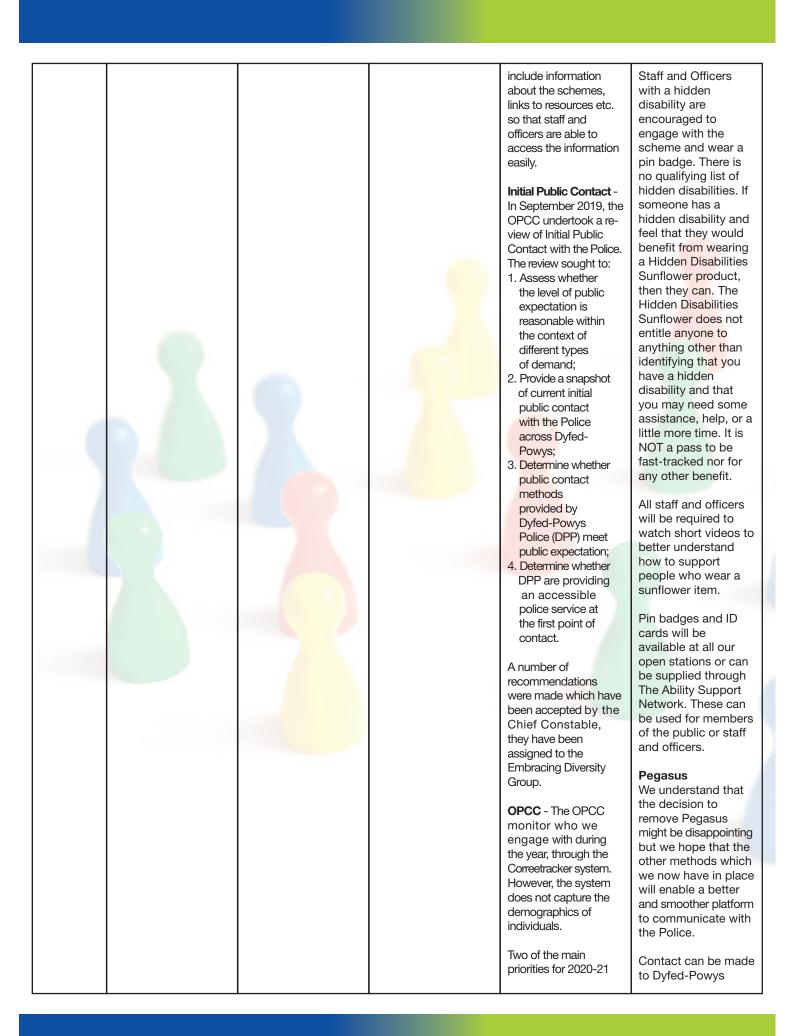
The Accessibility Hub has been created to support staff and officers who have a physical or hidden disability or when dealing with a member of the public with a physical or hidden disability.

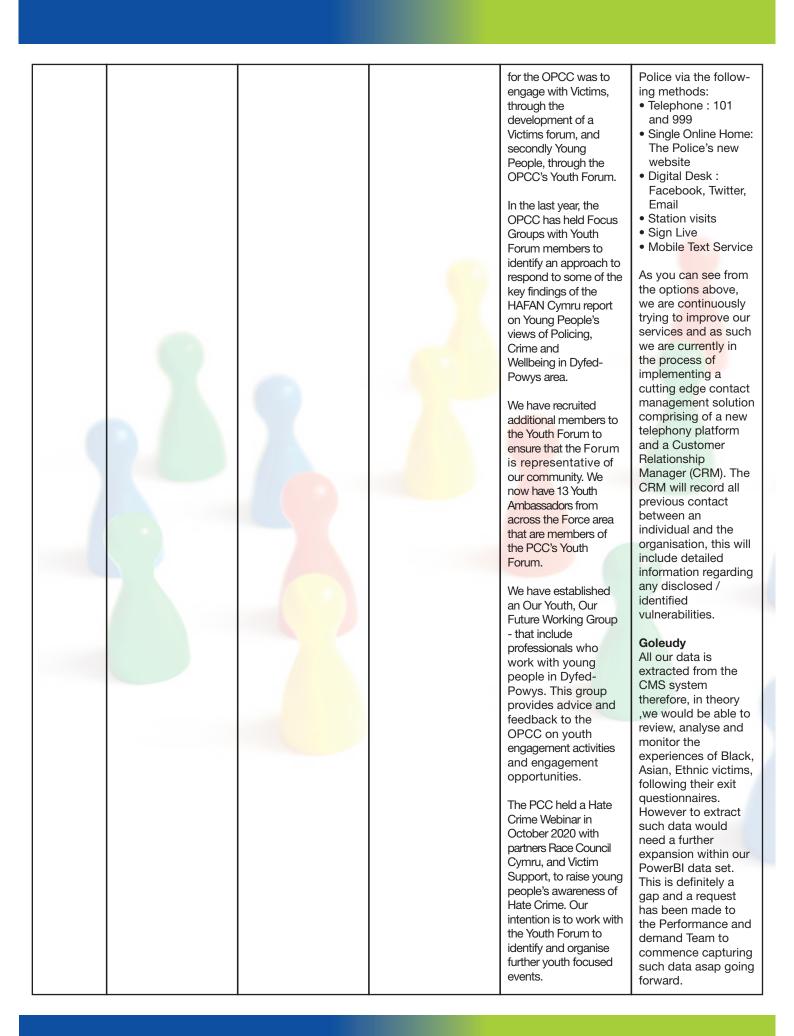
This Hub ensures that all members of Dyfed-Powys Police are aware of the support available to them and members of the public to ensure that everyone with a disability is treated fairly and receive the same level of service and opportunities throughout the Force area.

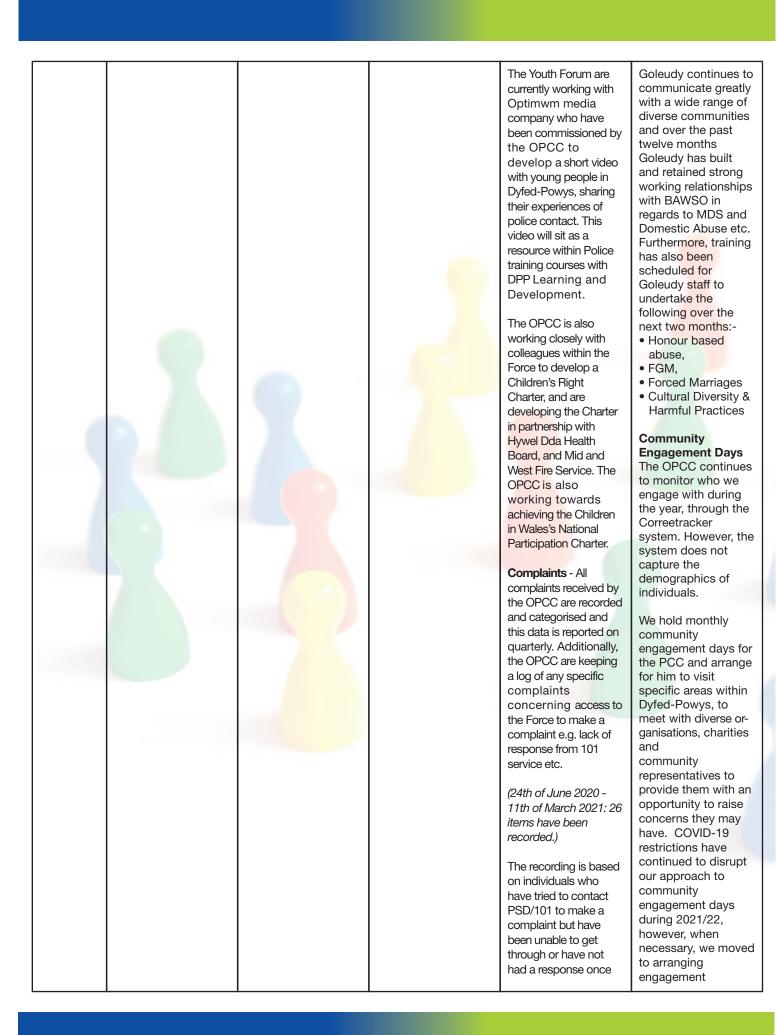
All the schemes and initiatives that we as a Force support and engage with are highlighted in the hub, along with details of how to use them, key contacts and links.

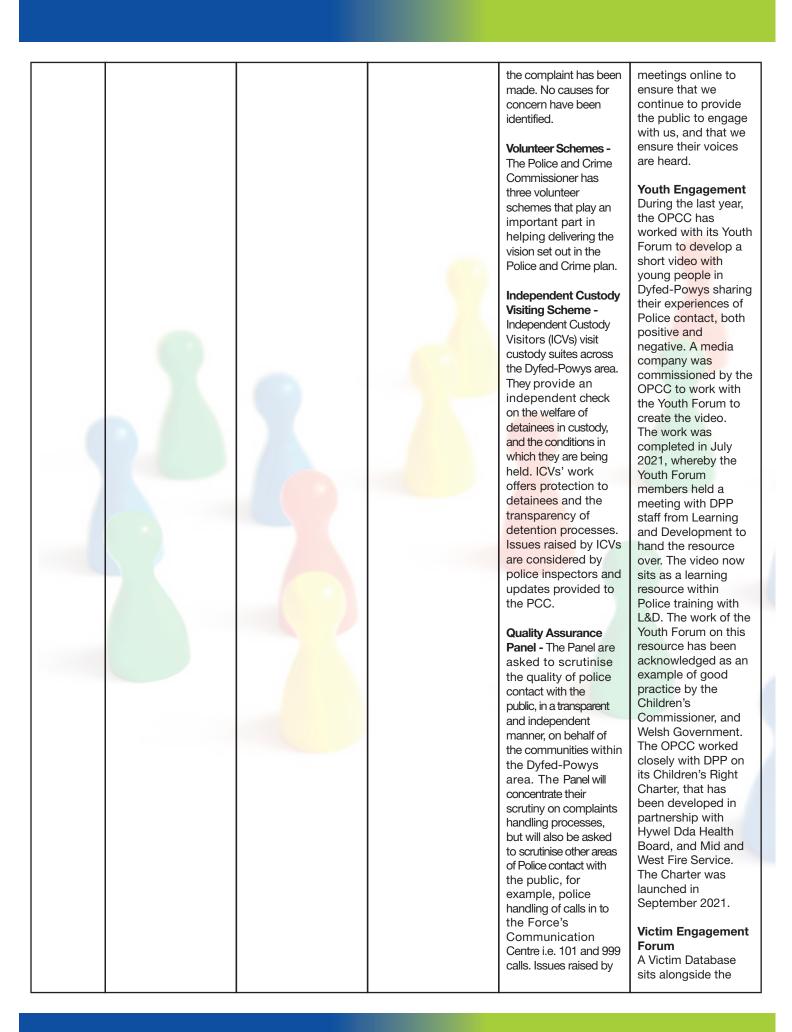
Sunflower Scheme

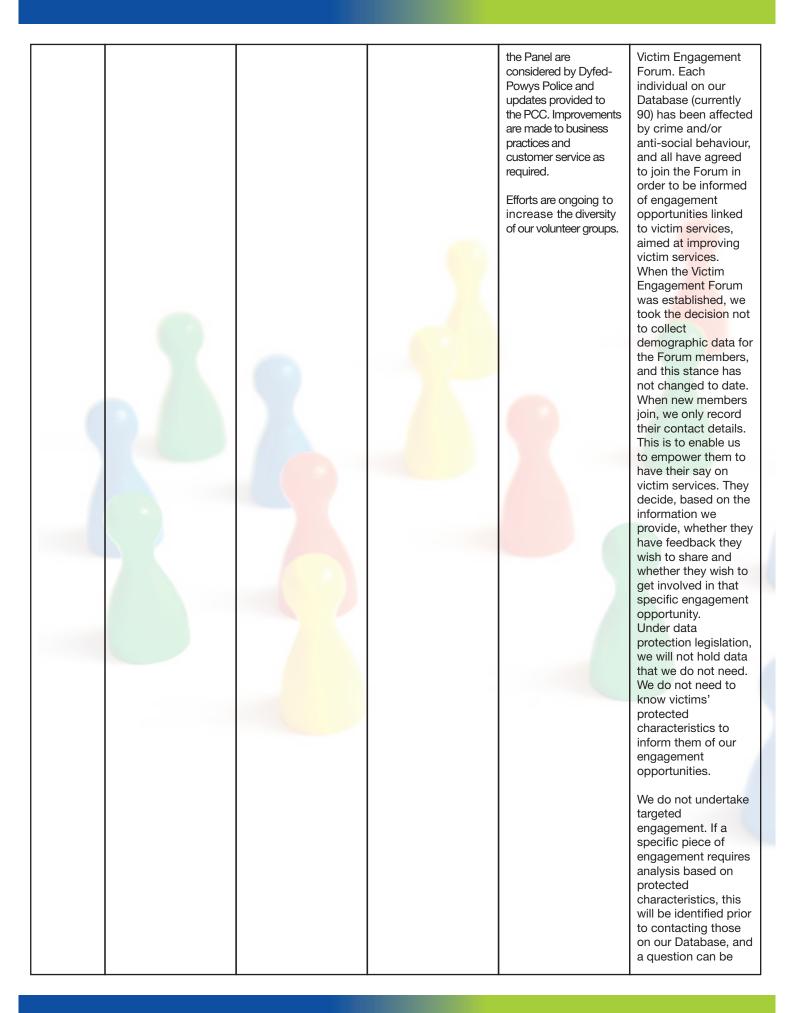
The Sunflower Scheme is for people with a hidden disability. Wearing the Hidden Disabilities Sunflower discreetly indicates to people around you including staff and colleagues that you have a non-visible disability and you may need additional support, help or more time.

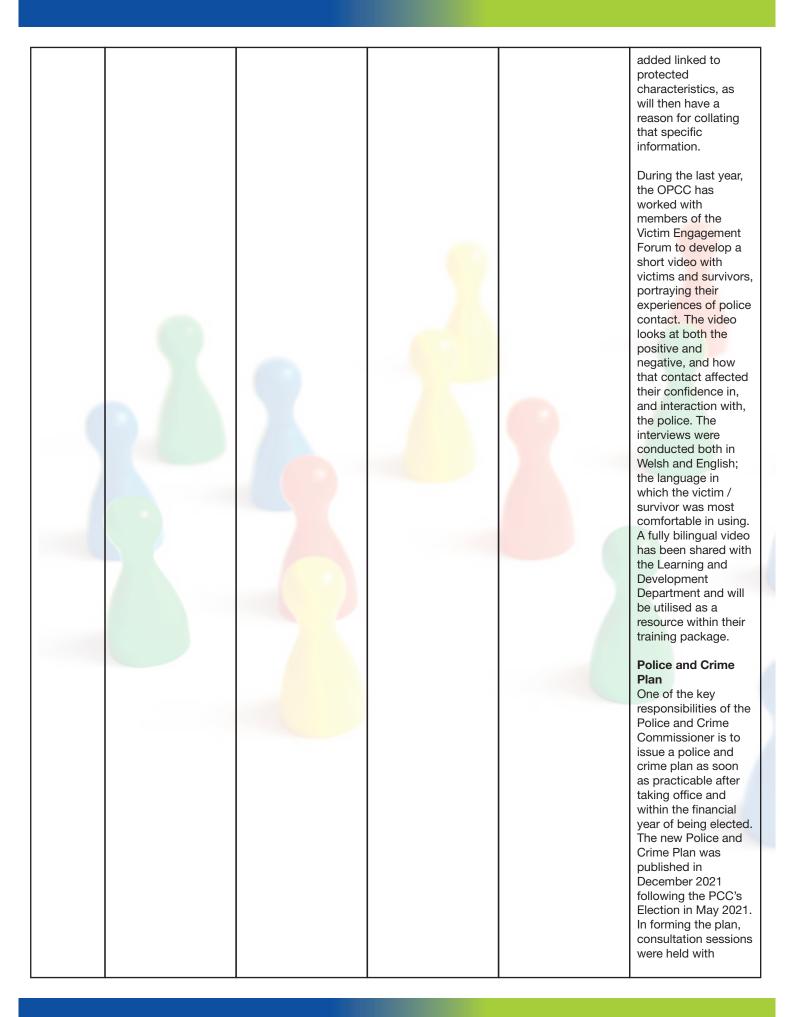


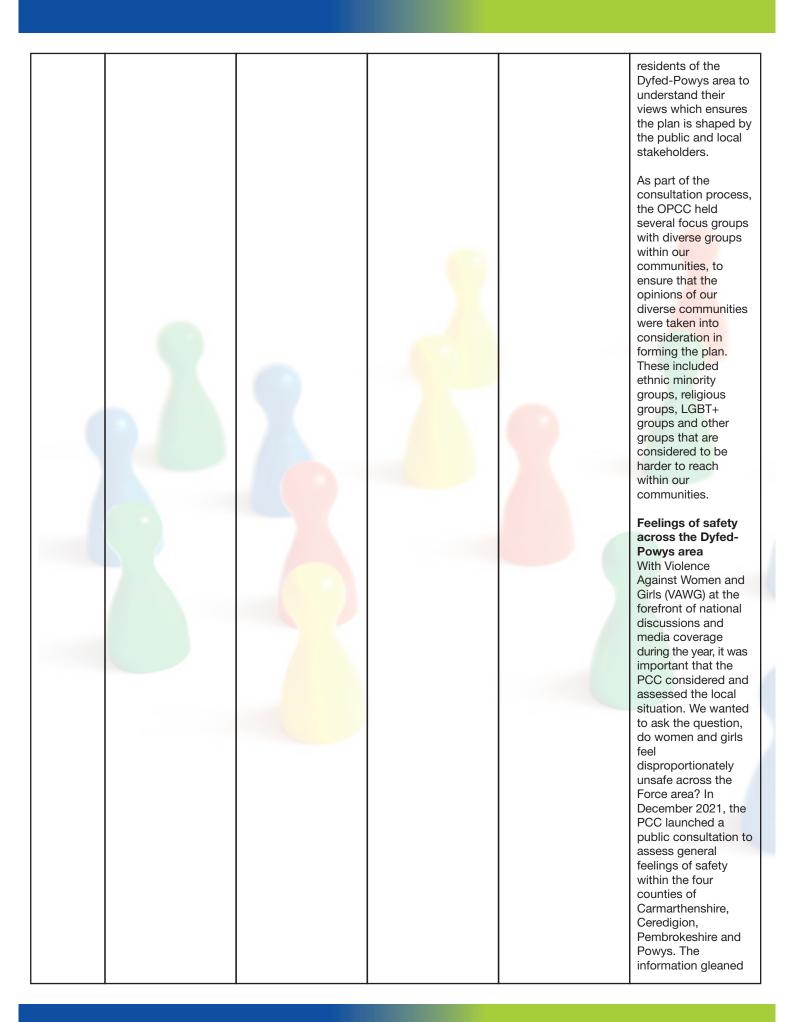




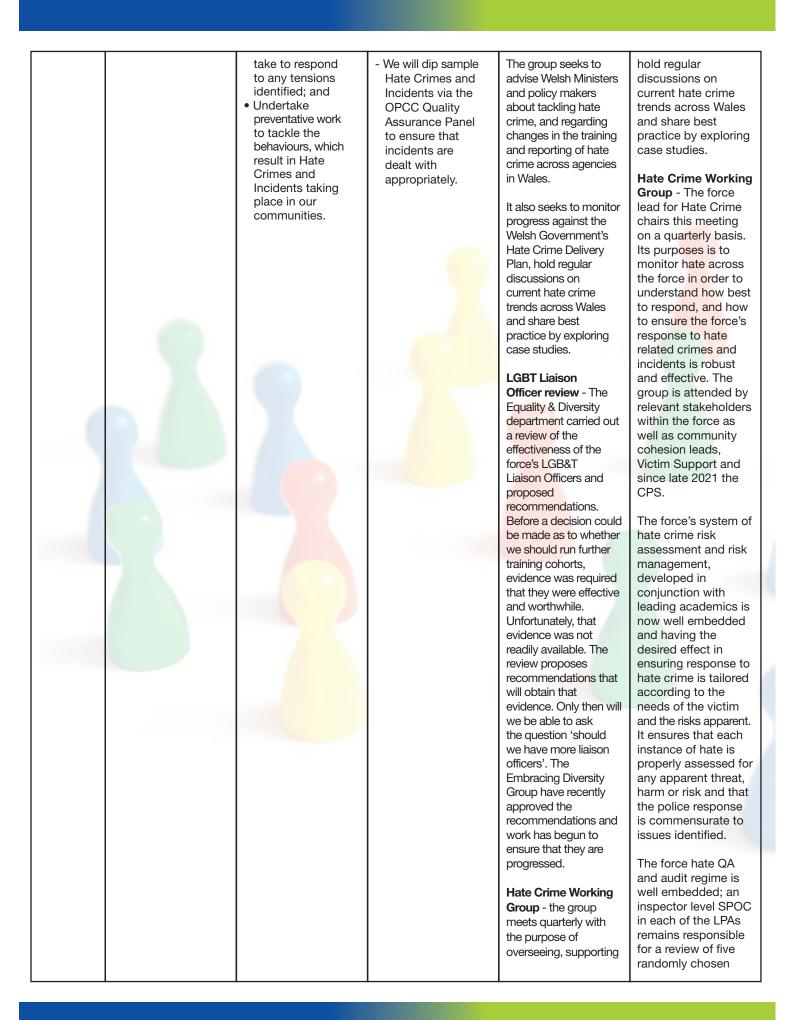


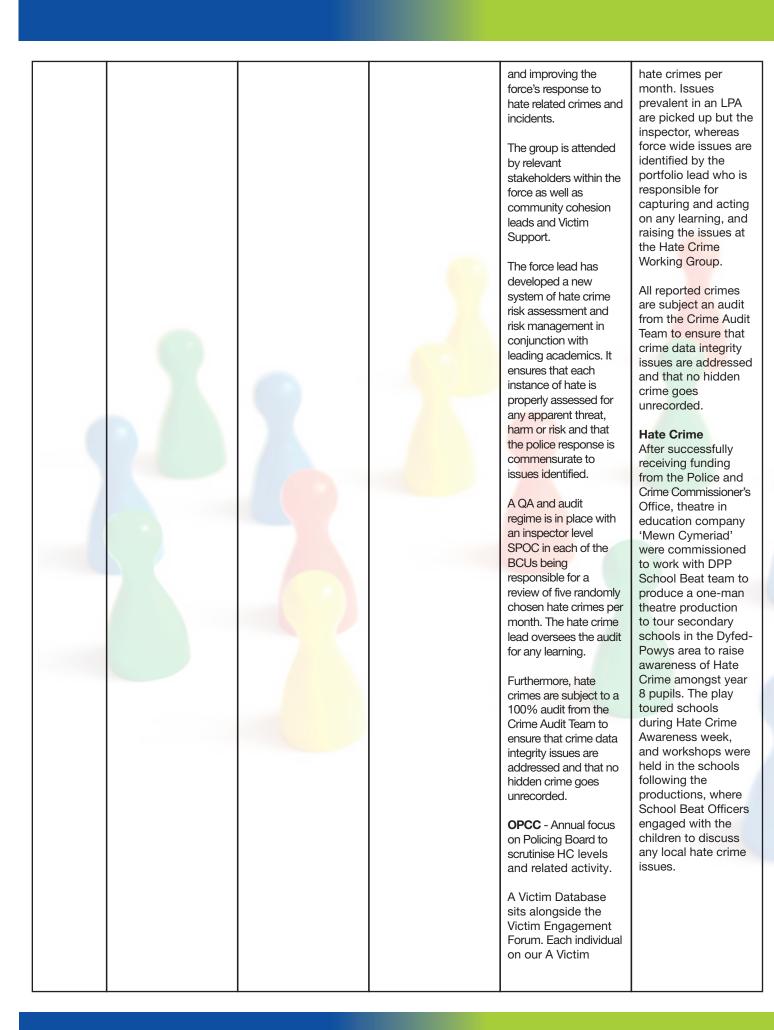


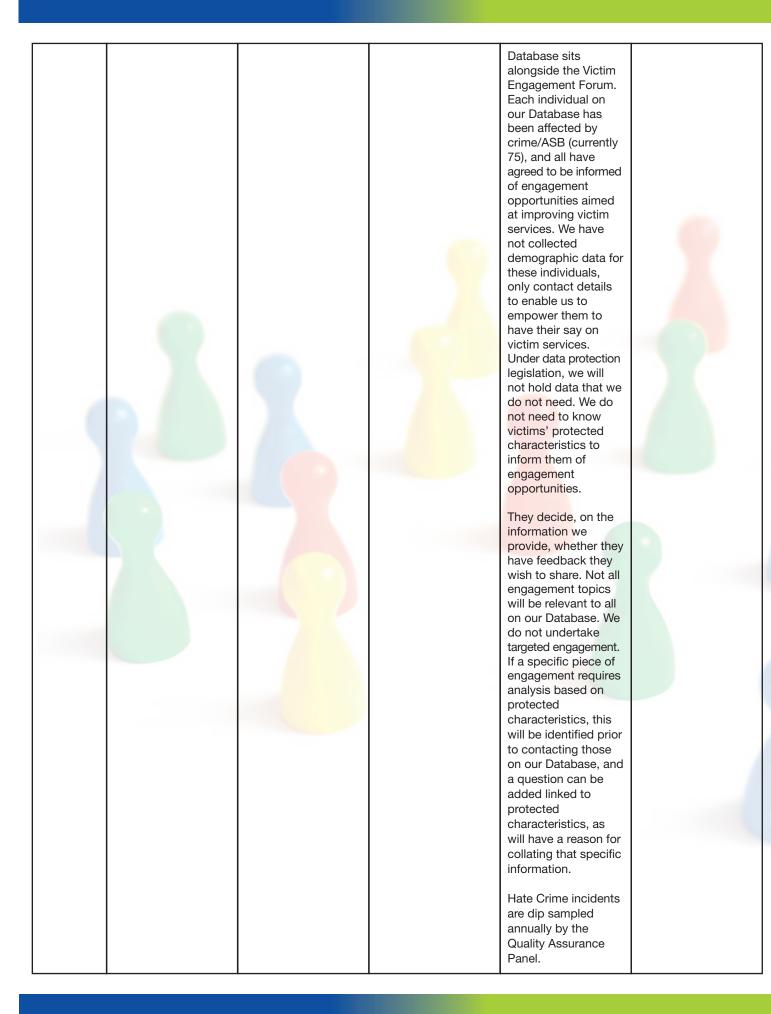




					through this consultation will allow us to identify any cause for concern locally in terms of feelings of safety, specifically within our female population. The consultation will allow the identification of specific locations where residents feel unsafe, as well as how feelings of safety may be improved. In order to inform residents of the PCC's consultation, and to reach as many as possible, we promoted and circulated the survey through a variety of methods: For example, through press releases, general social media posts, targeted social media posts for the younger population, via partners, and importantly, across the network developed through the above-mentioned Police and Crime Plan consultation.
4	To ensure that we are effectively identifying and reacting to issues relating to community cohesion with a view to reducing the number of hate related crimes and incidents being committed within our Force area.	 Work closely with Welsh Government's appointed Community Cohesion Co-ordinator for our Force area to identify opportunities to work together to increase cohesion; Ensure that the processes the Force have in place for monitoring Community Cohesion are fit for purposes and that appropriate action is being 	 We will monitor the number of hate crimes and incidents being recorded by the Force, in particular, the number of repeat occurrences; We will monitor victim satisfaction to understand and respond to any disparity amongst people with different protected characteristics; and 	All Wales Hate Crime - During the first covid lockdown in 2020 an All Wales Hate Crime meeting was created and it was held on a weekly basis. The meeting's aim was to monitor and discuss community tensions, due to covid lockdown, and to discuss collaborative solutions. The force lead for Hate Crime sits on the quarterly All Wales Hate Crime Criminal Justice Board.	All Wales Hate Crime - The force lead for Hate Crime sits on the quarterly Hate and Community Tension Board Cymru. The group monitors hate and community tension across the Welsh forces and seeks to advise Welsh Ministers and policy makers accordingly. It also seeks to monitor progress against the Welsh Government's Hate Crime Delivery Plan,







Please find link to the minutes of QAP below: Quality Assurance Panel (dyfedpowyspcc.org.uk)

NPCC Equality, Diversity and Inclusion Strategy -The NPCC launched its Equality, Diversity and Inclusion Strategy in 2018. As a result of the strategy, AFI's have been disseminated to various groups within the force and they are governed by the Embracing Diversity Group.

We have been successfully selected to form part of a Peer Review held by the College of Policing on our ED&I work. The peer review focuses on different aspects but one of which is how we attract, recruit, retain and progress our staff.

Public Sector Equality Duty (PSED) The force's current **PSED** information can be found on the Force's external website. This information is published annually and it is vital in ensuring that we are aware of our organisational makeup. Communication has been made recently encouraging our workforce to declare their personal diversity information. At present the OPCC publish the diversity figures of staff on its website. For the year, 2021/22 the Compliance and

