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DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

Strategic Equality Plan 2017-2021

Police and Crime

Commissioner for Dyfed-Powys

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Introduction

The role of the Office of the Police and Crime Commissioner (OPCC)

Police and Crime Commissioners (PCCs) are elected by the public every four years to be the voice of the people and to hold the police to account.

Responsible for the totality of policing, the PCC must¹:

- Secure an efficient and effective police service for Dyfed-Powys;
- Hold the Chief Constable of Dyfed-Powys to account;
- Set the police and crime objectives through the Police and Crime Plan;
- Set the force budget and determine the precept;
- Contribute to the national and international policing capabilities set out by the Home Secretary; and
- Bring together community safety and criminal justice partners to ensure local priorities are connected.

The Commissioner's vision for the OPCC

'To be a positive influence on all activity involving the OPCC by ensuring the office is a catalyst to positive change that supports the vision of "Safeguarding our communities together".'

The Dyfed-Powys Police and Crime Plan

The Dyfed-Powys Police and Crime Plan², published by the Police and Crime Commissioner, sets the police and crime priorities for the four-year period 2017 – 21. It aims to set the strategic direction for the police service and other agencies involved in making our communities safe. The Police and Crime Plan priorities are:

- **Priority One: Keeping our communities safe**
- **Priority Two: Safeguarding the vulnerable**
- **Priority Three: Protecting our communities from serious threats**
- **Priority Four: Connecting with communities**

¹ As set out in the Police Reform and Social Responsibility Act 2011

² Dyfed-Powys Police and Crime Commissioner, 'Police and Crime Plan 2017-21'
<http://www.dyfedpowys-pcc.org.uk/wp-content/uploads/2017/01/Police-and-Crime-Plan-DRAFT-v6-Panel.pdf>

Our communities

Dyfed-Powys Police Force area is made up of the four unitary authorities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. It has a population of over 488,000 and covers a landmass of over half of Wales. The area is mainly rural with centres of population in towns such as Aberystwyth, Llanelli, Newtown and Haverfordwest.

Dyfed-Powys Police serves a diverse population. 2.02% of its communities identify themselves as BME in the 2011 Census, 23.04% identify as having a long term health problem or disability which limit day to day activities somewhat, and more than 17 religions are recorded as practising within our Force area.³ The Welsh language is prominent within the Force with 32% of Dyfed-Powys' communities declaring that they can speak Welsh in the most recent Census; 18.58% in Powys, 47.35% in Ceredigion, 43.93% in Carmarthenshire and 19.25% in Pembrokeshire⁴.

Although the above figures denote the make-up of our communities as at 2011, it is recognised that our communities are continually changing. As is recognised across the whole of Wales, we are an ageing population, which in itself poses new challenges to the service we deliver and the management of our workforce. It is estimated that by 2030, 1 in 4 of the whole population will be aged 65 or over⁵. The volume of other nationalities living and working in the Dyfed-Powys Police area is undoubtedly growing. It is vital that we keep abreast with these continuing changes and are able to adapt to provide a consistent and professional service to all of those communities we serve.

³ 2011 Census data, viewed on 17th January 2016, <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>

⁴ 2011 Census data, viewed on 17th January 2016, <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>

⁵ Older People's Commissioner for Wales, 'Equality and age factsheet', viewed on 17th January 2016, http://www.olderpeoplewales.com/Libraries/Factsheets/Equality_and_Age_Factsheet.sflb.as.hx

Legislative Background

On 5 April 2011, the Public Sector Equality Duty (the Equality Duty) came into Force in England and Wales. The Equality Duty was developed in order to harmonise the equality duties and to extend it across all protected characteristics (Gender reassignment, race, religion and belief, age, disability, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity). The Equality Duty consists of a General Equality Duty, supported by Specific Duties, which are imposed by secondary legislation (the Equality Act 2010 (Specific Duties) Regulations 2011).

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- i. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- ii. Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- iii. Foster good relations between people who share a protected characteristic and those who do not.

As mentioned above, secondary legislation also imposes specific duties in support of the General Equality Duty. The Equality Act 2010 (Specific Duties) Regulations 2011 provides that we must prepare and publish one or more objectives that we think we should achieve in order to contribute to the General Equality Duty (points i-iii above).

The production of equality objectives had to be done for the first time by 6 April 2012, and then at least every four years thereafter. The Police Authority published the objectives originally in 2012 which were adopted by the PCC; it is now time for the PCC to produce his equality objectives for the period 2017-2021. The purpose of setting specific, measurable equality objectives is to help us to better perform our General Equality Duty, focusing on the outcomes to be achieved.

Our Objectives for 2017-2021

What are they?

The following objectives have been identified as the key areas we need to focus on in order to meet the aims set out in the General Equality Duty.

Objective 1	Engagement To ensure that all members of our communities are provided with an opportunity to engage with the Commissioner through a variety of means.
Objective 2	Accessibility To ensure that the OPCC provides and promotes alternative communication formats for accessing information and services provided by the office.
Objective 3	Empowerment To ensure individuals with protected characteristics are supported to contribute to the work of the OPCC.
Objective 4	Awareness To ensure employees and representatives of the OPCC have received appropriate training in equality and diversity issues in order to improve services offered to the public.

Why and how?

Equality Objective 1	Engagement To ensure that all members of our communities are provided with an opportunity to engage with the Commissioner through a variety of means.
Police and Crime Plan Objective	Keeping our communities safe Connecting with communities
General Equality Duty aims	Advance equality of opportunity Foster good relations

Why we chose it:

The PCC is elected by Dyfed-Powys residents to represent their views on policing and crime prevention.

Independent Advisory Group members have noted the importance of ensuring that the Commissioner is engaging with all communities within Dyfed-Powys, including minority communities, throughout his engagement activities.

Engagement was also identified as a priority through public consultation on the development of the Police and Crime Plan 2017-21.

It is important that all of the Commissioner's engagement activities are inclusive and representative of our communities. This objective will see that the Commissioner and members of staff consider ways of engaging with residents through a variety of means. For example, we will engage with communities to promote the purpose and raise awareness of the Commissioner's 'Community Engagement Days' and maximise opportunities to attend; we will seek to ensure any consultation or voluntary panels are constituted of a variety of individuals representing the breadth of our communities; and engagement opportunities will be provided at a range of locations and times in order to be accessible to all. The Commissioner has appointed a Public Engagement Team as his advocates to listen and respond to the needs of local communities.

What we want to achieve:

- Inclusiveness within our communities in engaging with the Commissioner through the 'Community Engagement Days' and other engagement events.
- Our volunteer schemes and panels to be constituted of individuals representing the variety of cultures and backgrounds residing in Dyfed-Powys.
- Residents are aware of the variety of ways they can connect with the Commissioner and his staff.

How we will achieve this objective:

- Deploy the Commissioner's Public Engagement Team to meet with local people to listen and respond to their needs;
- Identifying and understanding who lives within our communities in order to ensure that we are engaging with all groups;
- Provide awareness training to our staff in order to improve their understanding of how to communicate inclusively;
- Producing information in relation to the Commissioner's engagement activities in accessible formats, including through the medium of Welsh; and
- Building relationships with our minority communities in order to raise awareness of, and the opportunities available to engage with, the Commissioner.

Equality Objective 2	Accessibility To ensure that the OPCC provides and promotes alternative communication formats for accessing information and services provided by the office.
Police and Crime Plan Objective	Connecting with communities Safeguarding the vulnerable
General Equality Duty aims	Advance equality of opportunity

Why we chose it:

Communicating on a day to day basis can prove difficult for individuals who have hearing or visual impairments, learning disabilities, and coordination or literacy difficulties. As stated in the 2011 Census, 23.04% of Dyfed-Powys residents identified themselves as having a long term health problem or disability which limits day to day activities somewhat⁶.

It is vital that all members of the community are able to ascertain information in relation to the services provided by the OPCC, as well as ways to contact the PCC, through accessible formats. This may include English, Welsh, Easy Read, Braille and British Sign Language amongst others. We also need to ensure that services provided by us, or on our behalf, are accessible to all.

What we want to achieve:

- Provide information on what the OPCC does and how to contact us, in a range of communication formats; and
- Ensure services provided by us, or on our behalf, are accessible to people with communication difficulties.

How we will achieve this objective:

- By engaging with representative community groups and charities in order to ascertain their varying communication needs;
- By working with groups to develop accessible formats of information relating to what we do and how to contact us; and
- By seeking guidance from relevant organisations to ensure services offered by the OPCC are accessible in a variety of ways.

⁶ 2011 Census data, viewed on 17th January 2016, <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>

Equality Objective 3	Empowerment To ensure individuals with protected characteristics are supported to contribute to the work of the OPCC.
Police and Crime Plan Objective	Safeguarding the vulnerable Connecting with communities
General Equality Duty aims	Advance equality of opportunity Foster good relations

Why we chose it:

Dyfed-Powys Police's consultation as part of their Strategic Equality Plan⁷ development identified young people, transgender and ethnic minorities are more likely to be marginalised and not listened to or respected. Findings also suggested there to be a potential lack of understanding within these groups on how to influence decisions. There is also a need to ensure disabled and older individuals are given a voice through the use of advocates.

What we want to achieve:

- Involve a broad range of representatives from Dyfed-Powys communities in the OPCC's work to ensure decisions are made with all residents in mind.

How we will achieve this objective:

- Develop opportunities for young people to engage with the OPCC's activities;
- Work closely with the Independent Advisory Group and staff networks to ensure the views of minority groups across Dyfed-Powys are represented to the PCC;
- Target engagement activities to involve representative community groups;
- Establish a 'Victims' Panel' which includes advocates from minority groups to ensure the Commissioner understands the views of victims of crime in relation to their journey through the criminal justice system; and
- Work with staff networks to understand how the PCC can best engage with minority groups.

⁷ <https://www.dyfed-powys.police.uk/media/248633/strategic-equality-plan-english.pdf>

Equality Objective 4	Awareness To ensure employees and representatives of the OPCC have received appropriate training in equality and diversity issues in order to improve services offered to the public.
Police and Crime Plan Objective	Connecting with communities Safeguarding the vulnerable Protecting our communities from serious threats
General Equality Duty aims	Eliminate discrimination, harassment and victimisation

Why we chose it:

In order to meet our objectives set out within this plan, there is a need to ensure our staff, volunteers and anyone working on behalf of the OPCC are aware of what the OPCC's duties are and what services we do and should provide.

What we want to achieve:

- Increase OPCC staff and representatives' understanding of equality and diversity issues and how to tailor delivery to suit customers' needs;
- Improve our understanding of communities so that we can respond appropriately to how specific communities and community groups want to engage.

How we will achieve this objective:

- Ensure staff and volunteers have opportunities to attend awareness training sessions and advocacy events;
- Discuss any additional training requirements in relation to equality and diversity through our supervision meetings and performance reviews; and
- Link with the Embracing Diversity Board and Quality Assurance Panel to review the equality of our service delivery through dip-sampling of concerns and complaints brought to the attention of the Commissioner through the Public Service Bureau.

Monitoring Progress Against Our Objectives

Our annual review of this strategy will identify progress against our objectives. This will be monitored at the Police and Crime Panel⁸ meetings. An annual report will be submitted for their consideration and published for public scrutiny. Dip-sampling of concerns and complaints through the Commissioner's Quality Assurance Panel will also provide feedback on the equality of our service delivery.

Contact Details

If you have any comments in relation to our objectives and how we can develop our work in this area, then please feel free to contact our Chief of Staff and Monitoring Officer on the below details.

Alternative formats of this document may also be obtained from the OPCC website, or by contacting us on the below details.

Telephone:

01267 226440

Email:

opcc@dyfed-powys.pnn.police.uk

Website:

<http://www.dyfedpowys-pcc.org.uk/en/>

⁸ The Police and Crime Panel are responsible for holding the PCC to account. Details on Dyfed-Powys' panel can be found here: <http://www.dppoliceandcrimepanel.org.uk/>