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POWYS**



Comisiynydd Heddlu a Throseddu  
**Dyfed-Powys**  
Police and Crime Commissioner

# Strategic Equality Plan

## Annual Report 2024-25



## **Introduction**

This reporting year (2024-25) marked the first full year in the implementation of Dyfed-Powys Police and the Dyfed-Powys Police and Crime Commissioner's new Strategic Equality Plan for 2024-2028.

The Strategic Equality Plan was introduced to reinforce our commitment to the Public Sector Equality Duty under the Equality Act 2010; eliminating discrimination, advancing equality of opportunity and fostering good relations across all protected characteristics.

This plan focuses on four strategic objectives:

1. Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.
2. Addressing and eliminating racial disparities within DPP and OPCC by implementing policies and practices that promote racial equality.
3. Strengthen our relationships with our communities through proactive community policing and engagement activities.
4. Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

The report includes progress against actions over the first year of the plan. The report combines the progress of both Dyfed-Powys Police and the Office of the Police and Crime Commissioner.

**Objective 1**

Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.

How are we doing it?

- Increase workforce and volunteer group diversity by setting clear targets for the proportion of representation by underrepresented groups by actively progressing with the Positive Action Strategy;
- Identify and remove barriers thereby enabling everyone to be eligible to join the organisation and our volunteer groups;
- Increase mentorship development programmes to support career progression.

How are we monitoring?

<b>Focus</b>	<b>Update</b>
Review recruitment intakes	Data for recruitment is monitored at the Strategic People and Organisation Development meeting.
Publish annual progress reports against our Positive Action Strategy	Our Positive Action Strategy was launched in 2024 and a progress report will be published in 2025.
Periodically review the personal diversity data we collate regarding our staff, officers and volunteers to identify disparity, as well as unwillingness to disclose. This will also include a review across the rank structure	<p>A review of the personal diversity data is conducted quarterly at our internal Embracing Diverse Representation Group meeting. The amount of ‘no data’ recorded remains high, despite a separate option to state ‘prefer not to say’.</p> <p>A ‘safe to say’ article was included in the internal newsletter (called ‘the informer’) in February 2025. The article reminds readers that they can update and review this information on our systems. A similar article was published in March 2025 on the intranet.</p> <p>The Equality, Diversity and Welsh Language department provide an input at staff and new officer induction sessions, leadership training sessions and through a HR Masterclass course. Officers and staff are encouraged to update their personal information during these sessions, with information on why it’s beneficial to do so.</p> <p>A people metrics monitoring tool is in development – this provides an opportunity to track measurable changes and trends</p>

	<p>within our workforce data. The pack has allowed for consideration on important metrics we may wish to consider (e.g. metrics to allow tracking if there is disproportionality in the number of people leaving the organisation who have recorded protected characteristics).</p>
<p>The OPCC will oversee disproportionality data in our scrutiny activity, and analyse how the data is changing over time</p>	<p>The Independent Custody Visitors (ICV) enter ethnicity data on the forms they complete at each visit. The form has recently been amended from free text to a drop-down list which will improve accuracy of recording and will be highlighted in the ICV quarterly updates. In quarter 4 data, a breakdown of detainee ethnic groups was captured and will be routinely monitored throughout future reports.</p> <p>The Out of Court Resolution scrutiny panel will consider whether there have been any disproportionality matters or concerns to raise during their scrutiny of cases. In December 2024 the panel focused on Women/ Hate Crime and Disproportionality cases.</p> <p>On the 28th of February 2024 the OPCC Assurance team undertook a dip sample of complaints investigated by the Professional Standards Department that were recorded as discrimination. Five cases were reviewed. Additionally, another round of dip sampling was undertaken in February 2025 focusing on hate crime complaints dealt with outside of schedule 3.</p>

## **Objective 1 Key Highlights – Dyfed Powys Police**

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

### **Dyslexia Assessments**

Our team of internal Dyslexia Assessors have supported over 109 officers and staff since it was launched in May 2022. The team is made up of 5 officers and staff who've received training to become dyslexia assessors.

### **Development of New Leadership Pathway**

The new leadership pathway includes training packages for foundation leadership, first-line leadership and mid-line leadership – all of which include discussions on equality, diversity and anti-racism related work. Standalone courses on critical conversations and a masterclass for HR topics have also been developed.

### **Inspire**

In 2025, we will be piloting a course called 'inspire'. This is a new one-day course open to all staff and officers from underrepresented groups to help build confidence and lateral development.

### **College Learn (e-learning)**

All officers and staff have access to the College Learn platform. Led by College of Policing, the packages include topics such as the Equality Act 2010, Upstander, Sexual Harassment, Stop and Search Unconscious Bias, Understanding Autism and the Code of Ethics.

### **Support Networks**

Dyfed-Powys Police have several Staff Support Networks and Associations which are free to join for all serving members of staff/officers or volunteers employed by Dyfed-Powys Police and the Office of the Police and Crime Commissioner. The networks ensure the force promotes a working environment which includes and values all individuals, recognising and celebrating the positive benefits that our diversity bring.

Although networks differ from each other in their constitution, terms of reference, and activities, in general each network provides workplace support to its members and seeks to help the organisation to provide for the diverse needs of its officer/staff members. Members of networks are also consulted about relevant policies and

procedures, both as part of the Equality Impact Assessment process and through the formal policy consultation process.

Staff Support Networks are invited to attend the internal Embracing Diverse Representation Group meeting, bringing key issues to the attention of members by exception reporting and providing updates.

All are passionate about making Dyfed-Powys Police inclusive and representative of the community we serve.

Our networks are:

- Ability Staff Support network
- Christian Police Association
- Ethnic Minority Support Network
- Gender Equality Network
- LGBT+ Staff Support Network
- Veteran Staff Support Network

### **Positive Action Strategy**

We launched our [Positive Action Strategy](#), which has been published on our website. It focuses on Recruitment, Progression and Retention. An annual progress report will be published later in 2025.

### **Vetting Disproportionality Reviews**

The Vetting Disproportionality Review Panel meet to discuss vetting applicants that have been rejected vetting clearance, who have recorded a protected characteristic. The purpose of the panel is to review whether there has been any disproportionality in the decision-making. The panel consists of a Chief Superintendent, the Equality, Diversity and Welsh Language Manager, a representative from the Office for the Police and Crime Commissioner, as well as chairs from staff support networks where appropriate. There were three Vetting Disproportionality Review Panel since April 2024. A total of five applicants were discussed.

## **Objective 1 Key Highlights – OPCC**

Below, we highlight some of the key initiatives that we have within the Office of the Police and Crime Commissioner that contribute towards this objective.

### **Reaching out to Communities to share volunteering opportunities:**

- **Police and Crime Plan Consultation**

The OPCC Police and Crime Plan Consultation focus groups with minority groups included inputs on volunteering opportunities within the OPCC, aiming to increase people's understanding of the role and responsibility of the PCC, as well as encouraging them to support our work by becoming a volunteer. Although we did not recruit new members from a minority group in 2024-25, we are continuing in our efforts to promote all our volunteering opportunities.

- **Community Surgeries**

Following a review of the Office's Governance Structures, we have now introduced quarterly Community Surgeries as part of our Community Engagement Days. During these meetings, the public can learn more about the role and responsibilities of the PCC and the work of the Office, including our Volunteer schemes, Victim Engagement Forum, Youth Ambassador scheme, Community funding, commissioned services, and the complaints processes. During 2024-25, two Community Surgeries took place: in Lampeter in December 2024, and Brecon in March 2025.

### **OPCC Internal Awareness**

Staff attended two OPCC Away Days which focussed on becoming a trauma-informed organisation in line with the Wales Trauma-informed Framework. This included understanding what it means to be trauma-informed with one another, our volunteers and members of the public that we come into contact with. We discussed racial trauma and how we can continue our learning in this area.

### **OPCC Training**

All OPCC staff have access to the College Learn platform. Led by College of Policing, the packages include topics such as the Equality Act 2010, Upstander, Sexual Harassment, Stop and Search Unconscious Bias, Understanding Autism and the Code of Ethics. Completion rate of these training packages for OPCC staff is at 95%.

### **Recruitment**

The OPCC recently advertised for a student placement post within the team to support their scrutiny and oversight activity, as well as to support with volunteering

schemes. Collaboration with the Open University for elements of the recruitment process helped grow the proportion of applications to the OPCC from underrepresented groups.

**Objective 2**

Addressing and eliminating racial disparities within DPP and OPCC by implementing policies and practices that promote racial equality.

How are we doing it?

- Conduct regular independent reviews of recruitment and promotion processes to ensure that they are fair and do not disproportionately disadvantage individuals from ethnic minority backgrounds;
- Utilise our Independent Advisory Group (IAG) to conduct independent assessment of racial equality plans and provide recommendations for improvement;
- Mandatory race awareness sessions to be rolled out force wide;
- Facilitate regular engagement events with the community to understand how they are feeling and to provide information.

How are we monitoring?

Focus	Update
<p>Review Stop and Search and Use of Force records at our quarterly Independent Advisory Group meetings, dip-sampling by OPCC Quality Assurance Panel and Custody Scrutiny Panel</p>	<p>The Office of the Police and Crime Commissioner undertook a review of the Independent Advisory Group. One of the recommendations suggested removing the scrutiny activities of Stop and Search and Use of Force. However further considerations are being made to ensure the continuation of scrutiny of Stop and Search and Use of Force, which include recruiting members who don't need to go through the vetting process.</p> <p>Additionally, Stop and Search and Use of Force is scrutinised by the Quality Assurance Panel. Reports are published on the <a href="#">OPCC website</a> which highlights observations made by the Panel meeting.</p> <p>Dyfed-Powys Police have internal scrutiny measures in place where a Sergeant will scrutinise 20 stop and search instances and corresponding Body Worn Videos per <a href="#">Basic Command Units (BCUs)</a> on a monthly basis.</p> <p>Additionally, each Inspector is required to audit five randomly selected stop and search records on a monthly basis for their respective areas from the previous month. For stop and searches where either <i>Self-Defined Ethnicity</i> or <i>Officer Defined Ethnicity</i> are recorded as ethnic minority groups for the Dyfed-Powys area, there is a <b>100% audit</b></p>

	<p>of all records monthly. The findings from the audits are directly reported into the quarterly Ethical Use of Police Powers meeting (EUPP) where they are evaluated. A representative from the OPCC attends the meeting on behalf of the PCC.</p> <p>To strengthen transparency and increase oversight, Dyfed-Powys Police has provided the OPCC with access to the Stop and Search Performance data dashboard and the Quality Assurance data dashboard.</p> <p>Information is also published on the Dyfed-Powys Police website: <a href="#">Stop and Search</a> and <a href="#">Use of Force</a>.</p> <p>The Office of the Police and Crime Commissioner undertook an review of the Independent Advisory Group.</p>
<p>Monitor recruitment and promotion processes</p>	<p>We have continued to promote specialist roles to increase representation across underrepresented departments/ranks, and Positive Action support with applicants.</p> <p>We have continued to provide Positive Action inputs to the leadership training programmes to ensure that supervisors are supporting their teams effectively.</p> <p>Attended the All-Wales Positive Action meetings to look at ways of potentially collaborating and sharing best practice. Event(s) planned for the next reporting year.</p> <p>While external roles include a process for requesting positive action support, internal recruitment/progression processes did not always offer this information, as found in a desktop review. The recruitment team now ensure that this offer is available on all internal role adverts (as well as external roles).</p> <p>Positive action information has been included in the recruitment leaflets which will be distributed to Neighbourhood policing teams to distribute within their communities.</p> <p>PALS (Professional Action Learning Sets) programme - collaborating with South Wales</p>

	<p>Police, Gwent and North Wales Police, to fund and deliver the PALS (Professional Action Learning Sets) programme to Ethnic Minority staff and officers.</p> <p>Held familiarisation sessions for Police Officer applicants prior to the Online Assessment Centre to provide support/guidance.</p> <p>Held familiarisation sessions for Police Officer applicants prior to Interviews.</p>
<p>Seek feedback from staff/officers/ IAG members and Staff Support Network members on race awareness sessions.</p>	<p>A pilot session of our new Race-related Culture Awareness Session was conducted in October 2024. Attendees, including staff support network representatives provided feedback and the changes were applied to the course. The course launched in January 2025. Over 287 officers and staff from Dyfed-Powys Police have attended the training so far. 10 staff have attended from the Office of the Police and Crime Commissioner so far.</p>

## **Objective 2 Key Highlights – Dyfed Powys Police**

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

### **Race-related Culture Awareness Training**

Our Race-related Culture Awareness Training has been ongoing since 9th January 2025 and is being delivered to Dyfed-Powys Police staff and officers, and staff of the Office of the Police and Crime Commissioner. Training is a three hour in-person session with external trainers (No Boundaries LTD). Feedback received about training so far is positive.

### **Police Race Action Plan (PRAP)**

Dyfed-Powys Police has committed to the Police Race Action Plan (PRAP). The Police Race Action Plan is the biggest coordinated effort ever across every police force in England and Wales to improve trust and confidence in policing among Black communities. Policing is determined to become an anti-racist organisation that actively roots out bias and discrimination from its ranks.

### **Criminal Justice Board for Wales' Anti-Racism Action Plan**

Dyfed-Powys Police and the OPCC have committed to the Criminal Justice Board for Wales' Anti-Racism Action Plan.

### **Black History Month and National Black Police Association Conference**

During Black History Month, we heard from members of our own ethnic minority support network who wrote blogs internally on their stories, their journey to policing, and reflections they of their careers at Dyfed-Powys Police.

Visibility internally was also driven by the Chief Constable, who wrote and published blogs on institutional racism and reflections in celebrating Black History Month over the past year. The Chief Constable attended the National Black Police Association annual conference. During the conference, our very own PCSO Donovan Kerr took part in a panel discussion on the theme of 'Policing Reform: The need for a service we can all be proud of'.

### **Our Black Workforce Survey**

Dyfed-Powys Police has signed up to the national Our Black Workforce Survey (wave 3). This important national survey explores the lived experiences within policing of Black and Black-heritage Police Officers and Staff. It has been developed in collaboration with the Police Race Action Plan, the NPCC and the College of

Policing. We have previously taken part in wave 1 and wave 2 of the survey. We await the publication of the survey results that will be published later in 2025.

### **Gypsy and Traveller Inclusive Services Training**

The training was delivered by *Friends, Families & Travellers* on 25<sup>th</sup> March 2025 and the topics included Gypsy and Traveller History, Social Attitudes & Economic Exclusion, Gypsy and Traveller Culture, Accommodation, Education, Healthcare, Issues around Literacy, and Common Barriers to Access. 22 attendees joined, including those from single point of contact roles, front-facing roles, learning and development roles and recruitment roles.

## **Objective 2 Key Highlights – OPCC**

Below, we highlight some of the key initiatives that we have within the Office of the Police and Crime Commissioner that contribute towards this objective.

### **Leading by example with partners**

The Dyfed-Powys Local Criminal Justice Board (LCJB) provides the forum to bring together key partners and senior representatives of Criminal Justice agencies operating within Dyfed-Powys to enable collaboration and partnership working. Race has been incorporated as an overall commitment by members of the Board and is woven into all of the work that they conduct. A project will be commencing next year to explore further how the LCJB can achieve better ethnic minority representation.

All commissioned services have signed up to support the OPCC's equality objectives and this is covered at quarterly meetings with specific attention on improving our understanding of our diverse communities to ensure that our services are fit for purpose and that all our communities have a voice in policing. All our services provide an equalities review narrative annually to accompany their equalities assessments.

The Police and Crime Commissioner meets with Community Safety Partnerships quarterly and anti-racism has been approved as a standing agenda item going forwards. This will also be included in meetings with the living wage steering group and public service boards.

### **Equality Impact Assessments (EIAs): representation and decision oversight**

The OPCC has a process in place which outlines the considerations for completing and reviewing equality impact assessments.

The Independent Advisory Group consider EIAs where opportunity allows and training and guidance documents are available for all staff.

### **Holding Dyfed-Powys Police to Account**

The new Police and Crime Plan Performance Framework includes a section on the progress that Dyfed-Powys Police is making against the Police Race Action Plan, the Criminal Justice Board for Wales Anti-Racism Delivery Plan and the Strategic Equality Plan. Dyfed-Powys Police will report on the new Framework at the Commissioner's Strategic Performance Board in April 2025. A forward work plan for 2025/26 will see the Service report against the totality of the Framework, therefore the OPCC will be in a better position to report on progress at the end of the financial year.

Complaint reviews capture ethnicity, although it is not compulsory for complainants to provide the information. Going forward from Q1 25-26 the complaint review quarterly report will break down the number of complaints received (from IOPC data) and then the number of reviews received from ethnic minorities.

The PCC has raised questions at Policing Board relating to the force's progress on anti-racism (a meeting in which the PCC hold's Dyfed-Powys Police's Chief to account).

In December 2024 the Out of Courts Resolutions (OoCR) Scrutiny Panel focused on scrutinising cases involving an offence involving Women/Hate Crime and Disproportionality which had been dealt with by way of an OoCR. The panel reviewed 7 adult cases and 6 youth cases and raised the following:

- Throughout the adult cases the panel identified that where a racially aggravated offence was identified the authorisation from an Inspector rank or higher was not present within the reports.
- The Panel raised concerns after noticing that racially aggravated charges were being dropped instead of being noted as no further action required. The Panel also noted that the charges were being dropped as a result of the suspect denying the allegation. The Panel agreed that this is an unacceptable reason to drop an offence. The Panel suggested that further training is required to educate officers of how to record a racially aggravated offence.
- A number of cases reviewed contained some inappropriate comments within the occurrence entry log. The Panel stressed the importance of ensuring all detail within any Force report is professional.
- The Panel identified the need to remind all staff of the importance to adhere to the OoCR policy and ensure all relevant detail is noted and captured within the reports.

## **IAG Review**

A review was conducted on the Independent Advisory Group – recommendations outlined the need for a recruitment strategy to increase diversity and representation of the group.

## **Victim Services**

As outlined in the Commissioning Strategy on the PCC's website, there are numerous processes in place that serve to monitor the value and outcomes delivered by services funded by the Police and Crime Commissioner. To complement this, a desktop audit is completed annually for each service provider. This includes several review factors such as timeliness and content of performance and finance reports, Welsh Language provision, complaints procedures, vetting requirements,

etc. This audit also includes an annual equalities assessment undertaken by each provider, which provides demographic profile data, outreach work delivered and any actions required to address any identified inequalities in access or provision of service.

Further scrutiny of equality processes and data is covered in more detailed audits undertaken for services where contracts are due to end; this helps to inform recommissioning plans.

**Objective 3**

Strengthen our relationships with our communities through proactive community policing and engagement activities.

**How are we doing it?**

- Develop and monitor meaningful Community Engagement Strategies;
- Establish transparent feedback mechanisms;
- Utilise our Engagement Officers proactively and effectively.

**How are we monitoring?**

<b>Focus</b>	<b>Update</b>
Establish an effective method in which the Engagement Officers can feedback to leads in order to ensure actions are taken	A new community engagement app is being developed to support this activity. The app will be launched next year. This app will support in recording actions.
Record all feedback from community events and ensure updates are fed back to community groups engaged with	A new community engagement app is being developed to support this activity. The app will be launched next year. This app will support in recording feedback from the community.
Monitor changes in the diversity of our volunteer schemes	<p>A review was conducted on the Independent Advisory Group – recommendations outlined the need for a recruitment strategy to increase diversity and representation of the group.</p> <p>Communication teams for both Dyfed-Powys Police and the OPCC have been proactive in driving recruitment through social media.</p> <p>Volunteers have also participated in a recruitment video and have been attending events on behalf of the OPCC to promote the schemes.</p> <p>The OPCC's Assurance and Engagement team have attended colleges and universities in the Dyfed -Powys area to engage with students. Dyfed-Powys Police has recruited a Talent Attraction Officer who attends engagement activities to attract and recruit volunteers, staff and officers.</p>
Monitor trends in complaints data	The OPCC Assurance team undertook a dip sample of complaints investigated by PSD recorded as discrimination. 5 cases were

	<p>reviewed. Additionally another round of dip sampling was undertaken in February 2025 focusing on hate crime complaints dealt with outside schedule 3.</p>
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## **Objective 3 Key Highlights – Dyfed Powys Police**

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

### **Data dashboards**

Police powers data dashboards are now effective (including quality assurance dashboards) and regular updates are provided to the anti-racism working group in relation to data. Filters are available across many of the dashboard products to look at ethnicity and other protected characteristics. A [stop and search analysis](#) for financial quarter 3 of 2024/25 was published. The intention is to publish this analysis quarterly, along with an annual report. This will begin to show transparency with community members and will allow members of public to track trends in any data.

### **Operation Ivydene**

In line with the Neighbourhood Policing Prevention Team (NPPT) Strategy, and with support from the PCC, Dyfed-Powys Police received funding towards combating antisocial behaviour. The dedicated response to this is known as Operation Ivydene. Community engagement has been pivotal to this work. Between August 2024 and March 2025, there were over 80 instances of community engagement with individuals or groups from an ethnic minority background through Operation Ivydene alone.

### **Cynefin**

The Positive Action Officer attended an event in Ceredigion Museum on 26<sup>th</sup> October where families enjoyed activities to celebrate all the different cultures and heritages of people living in Ceredigion. The event was funded by the South West and Mid Wales Community Cohesion Fund.

The family fun day was organised by Ceredigion County Council, Aberystwyth University and Hywel Dda University Health Board. The theme was 'Cynefin', the Welsh word for 'the place where we belong'.

Families were encouraged to taste different food, decorate pebbles, play giant connect four and join a very interactive drumming workshop. They also had the opportunity to talk with each other, find out what they have in common and share stories.

### **Step In, Speak Up**

Step In, Speak Up is a bilingual educational performance visiting schools across the force area to help children understand what constitutes sexual harassment, violence,

and discrimination in an age-appropriate way, and how to act as upstanders for victims.

Thousands of Key Stage four and five pupils across the force area have taken part in phase one of the project, during which they watched a play and took part in a workshop to discuss the themes presented. Teachers were then given access to further materials for follow-up lessons.

Mock incidents and content relatable to the children's ages (14 – 16) were praised by teachers, while overwhelmingly positive results showed children were taking away key information.

Questionnaires completed before and after sessions revealed nearly twice as many children understood the meaning of sexual violence against women and girls after the sessions, while 83 per cent of pupils said they left feeling confident they would be able to safely intervene if they witnessed an incident.

### **Objective 3 Key Highlights – OPCC**

Below, we highlight some of the key initiatives that we have within the Office of the Police and Crime Commissioner that contribute towards this objective.

#### **Police and Crime Plan Consultation Focus Group sessions with Minority Groups**

To ensure that we provided opportunities for our diverse communities across the Dyfed-Powys area the opportunity to engage with us in the process of developing our new Police and Crime Plan for 2025-2029, a total of 56 community groups, organisations or charities were contacted inviting them to participate in the consultation. Out of these 56, four community groups were available and willing to participate in focus groups with OPCC staff within the consultation period. Another 11 community groups also showed an interest to engage and consult with the PCC and the Office but were unable to meet during this timeframe. The remaining 41 community groups showed limited interest in engaging with the OPCC at this time.

The aim of the focus group sessions was to raise awareness amongst the underrepresented communities of Dyfed-Powys, of the role and responsibilities of the Police and Crime Commissioner, along with identifying key focus areas of importance to Dyfed-Powys communities that should be considered in the plan.

All engagement sessions were conducted in a manner and style that enabled all the community groups to share their opinions, perspectives and views, whilst also having the opportunity to raise any questions or concerns about policing within the Dyfed-Powys area.

All sessions were conducted through the medium of English. Reasonable adjustments were made with the use of a BSL interpreter, and large print and translated documents were created for community groups with participants who had a visual impairment or, where English/Welsh were not the primary spoken languages.

The documents were translated to six languages that were highlighted by community representatives prior to the visit and included an outline of the PCC's role and responsibilities, and a list of the consultation questions.

Each of the focus group sessions were conducted at times and locations convenient to the community groups. Sessions lasted between sixty and ninety minutes.

#### **Training, Self-reflection & Learning**

Staff have had the opportunity to attend numerous training sessions throughout the year, alongside having access to resources:

- ADHD webinar
- Islamophobia awareness session
- Gender responsive and trauma informed training
- BSL awareness and deaf awareness week resources

- Writing about ethnicity
- Ethnicity terminology and language
- LGBTQ+ challenges and support
- Autism awareness

Staff have also completed college of policing online learning on contextualising the police race action plan.

Many staff have attended a race related cultural awareness training day with further sessions planned.

The OPCC provided funding to BAWSO to deliver training sessions that focused on marginalised groups, to partners and professionals in the Dyfed-Powys area. The following training courses were delivered during Q4.

- Working effectively with people who have No Recourse To Public Funds
- Domestic Abuse from BME perspective
- Cultural Diversity and Harmful Practices
- Working effectively with interpreters
- Domestic violence and the impact on children, young people and adults at risk.
- The Toxic Trio: Assessing & responding to the impact on children, young people and their families
- Female Genital Mutilation (FGM)
- Modern Day Slavery and Human Trafficking (MDSHT)
- Forced marriage and honour-based violence

All training courses were delivered online to maximise reach. The focus of the training intended to upskill professionals in dealing with and supporting victims of VAWG crimes and associated impacts within ethnic minority groups.

The training was welcomed by partners and positive feedback was received regarding enhanced understanding of cultural differences and appropriate methods of supporting ethnically diverse communities within Dyfed-Powys.

## **External Communications**

During 2024-25 we have continued to support the work of the Criminal Justice Board for Wales on its Anti-racism Action Plan. Representatives from the OPCC and Dyfed-Powys Police sit on the CJBfW's Communications Working Group, and in 2024-25, the working group have commissioned a media company to develop resources for Criminal Justice partners to use on social media channels and other communications, to promote the Criminal Justice Anti-racism Action Plan. These are bilingual resources, and include graphics that highlight our vision and commitments, all of which have been scheduled into our communications activity.

## **Community Confidence in local Policing**

As noted in our new Police and Crime Plan, improving trust and confidence in local policing is the PCC's overall vision for 2025-2029. Since launching the new Police and Crime Plan in February 2025, work has taken place to understand how other OPCCs and Police forces monitor trust and confidence on a local level. Several options have been considered, with the aim of establishing a mechanism of measuring and monitoring public trust and confidence in local policing in the Dyfed-Powys area during 2025-26 to support the new Police and Crime Plan Performance Framework.

### **Analysing diversity of 2024-25 consultation responses**

As part of our public consultations, we collect diversity data from all our respondents with the aim of gaining an understanding of which groups are engaged with us, and to identify any groups who we are not engaged with.

**Objective 4**

Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

How are we doing it?

- Mandatory diversity and inclusion training;
- Review and publish policies that relate to culture;
- Mandatory challenging conversation training for all supervisors;
- Promote internal reporting mechanisms;
- Facilitate listening circles with the workforce, Staff Support Networks, Champions

How are we monitoring?

Focus	Update
<p>Monitor attendance at mandatory training/ awareness sessions and include within Development and Assessment Profiles</p>	<p>In this reporting year, all officers and staff within Dyfed-Powys Police have an objective to ‘restore public confidence arising from national issues and the Police Race Action Plan’. A similar objective will be included next year.</p> <p>The attendance at mandatory training/ awareness sessions relating to diversity and inclusion are monitored.</p>
<p>Record all feedback received from listening circle events and ensure it’s shared with senior leaders</p>	<p>No listening circle events were hosted by Dyfed-Powys Police during this reporting year. Plans for a listening circle in the next reporting year are underway.</p> <p>“Engagement and Expectation” events were launched internally – an opportunity to remind officers and staff of how to be inclusive and supportive including those with protected characteristics. The events also include expectations on standing up to racist, misogynistic or homophobic behaviour</p>
<p>Publish an internal staff survey, and OPCC will hold DPP to account on their response to survey findings</p>	<p>The Investors in People Survey was circulated in the reporting year.</p> <p>As part of our ongoing commitment as an Investors in People employer, IIP conducted an independent internal staff survey followed by a series of confidential focus groups. Feedback was then utilised to create a You Said We are Listening Action Plan and</p>

	communicated to all staff at Chief Officer Roadshows. A further IIP survey will be conducted in 2025 together with force participation in the new National Wellbeing Survey.
OPCC will monitor feedback from complaints review process to identify concerns regarding culture	Complaint reviews capture ethnicity, although it is not compulsory for complainants to provide the information. Going forward from Q1 25-26 the complaint review quarterly report will break down the number of complaints received (from IOPC data) and then the number of reviews received from ethnic minorities.

## **Objective 4 Key Highlights – Dyfed Powys Police**

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

### **British Association of Women in Policing awards 2024**

Congratulations to Equality and Diversity Manager, Teleri Williams, on being named 'Police Staff Member of the Year' at the 2024 British Association of Women in Policing (BAWP) Awards. The awards were hosted by the BAWP in recognition of hardworking staff and officers across the country.

Upon receiving her award, Teleri was described as “an exemplar of dedication and transformative leadership in policing” and was praised for her influence in our approach to equality and diversity here at Dyfed-Powys Police.

Alongside our winner, three other incredible women from Dyfed-Powys Police were also nominated at the BAWP awards. Congratulations to the following women on their well-deserved nominations:

- PC 984 Zoe Williams – Nominated for Excellence in Performance
- PC 619 Jodi Harris - Nominated for Inspirational Woman
- Karen Phillips – Nominated for Police Staff Member of the Year and Inspirational Woman

### **Development and Assessment Profile (DAP)**

All officers and staff had a professional development objective during the last DAP year (2024/25) related to the race action plans and workplace culture. Officers are subject to a Pay Progression Standard (PPS), which is linked to the DAP.

### **Violence Against Women and Girls**

A bespoke vulnerability training is delivered at colleges and universities, aiming to safeguard those most at risk of sexual violence during nights out.

Dyfed-Powys Police has developed a programme of work focussing specifically on students aged 16 to 23, recognising that this age group is most affected by gender-based violence in the nighttime economy.

Delivering two strands, the programme works with student services staff and teachers, as well as students themselves, delivering awareness-raising sessions, workshops and training.

The aim of working with staff and teachers is to ensure they have a deeper understanding of what behaviours could indicate possible risk of perpetration, as well as being prepared to deal with disclosures of sexual violence from their students.

## **Man Ally**

Designed to address some of the most common workplace barriers regarding culture, community, and communication, the Man Ally course creates learning spaces to encourage participants to reflect, peer-learn, and collaborate effectively in creating inclusive workplaces. The course provider, Beyond Equality, is a leading workplace changemaker specialising in engaging men towards equality, inclusion, wellbeing, and rethinking masculinities.

These tailored workshops aimed to deepen awareness of social and workplace discrimination and enable us to recognise how we can contribute thoughtfully to equality. The sessions were delivered through two in-person sessions and an online action planning half day.

## **First Steps to LGBTQ+ Inclusion / First Steps to Trans Inclusion**

The training was delivered by Stonewall on 20th March 2025. Attendees were given the option to attend the two courses or to attend the relevant part (First Steps to LGBTQ+ Inclusion (AM) / First Steps to Trans Inclusion (PM)). 16 attendees joined.

## **Objective 4 Key Highlights – OPCC**

Below, we highlight some of the key initiatives that we have within the Office of the Police and Crime Commissioner that contribute towards this objective.

### **Review of Governance Arrangements**

A review of the OPCC's governance arrangements was undertaken which resulted in the establishment of the Professional Standards Assurance Board (PSDAB). The PSDAB has been in operation since March 2024 with a formal Terms of Reference. The PSDAB is an opportunity for the OPCC to hold the Force to account in relation to complaint performance. It also provides assurance on the handling of conduct and vetting procedures to provide confidence that there are efficient processes in place.

### **Promoting an inclusive culture**

As part of our commitment to ensuring a diverse and inclusive workplace at the OPCC, all staff were assigned an objective within their DAP to actively promote a culture that is inclusive and supportive of each other. This organisational wide objective encouraged staff to reflect on their practices, engage in inclusive behaviours, and contribute to creating a welcoming environment for everyone.

### **Trust and Confidence**

Our new Police and Crime Plan which was launched in February 2025, focuses on improving public trust and confidence in local policing, emphasising the role of organisational culture. By ensuring integrity, transparency and inclusivity in everything we do, we aim to build stronger connections with communities we serve and ensure our values are reflected in both our actions and outcomes.



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