



Joint Equality Action Plan 2015 – 2018

To receive this document in an accessible format (e.g. larger print or audio CD), please contact us:

Telephone:
101

Email:
publicservicecentre@south-wales.pnn.police.uk
commissioner@south-wales.pnn.police.uk

Website:
www.south-wales.police.uk
www.southwalescommissioner.org.uk

Keeping South Wales Safe

Foreword

The publication of our Equality Action Plan 2015 – 2018, sets out our joint determination to ensure that South Wales Police delivers on our key equality objectives. This document sets out our plans to ensure that equality is given the focus it needs and that progress is continually monitored.

Our vision is for South Wales Police 'to be the best at understanding and responding to our communities' needs'. We know that this cannot be achieved without prioritising equality and diversity and working to achieve real outcomes.

We will communicate the objectives across South Wales Police and will work with our partners to bring about the change required to achieve our aims.

We acknowledge that there is always much more to do in order that everyone in South Wales can live free from discrimination, harassment, inequality and disadvantage. We hope that our Equality Action Plan will bring us closer to our vision by building on the progress already achieved in promoting equality and diversity.

**Police & Crime Commissioner
Rt Hon Alun Michael**

**Chief Constable
Peter Vaughan QPM**

Introduction

South Wales Police serves 1.3 million people, covering 42% of the population of Wales. It is the 8th largest police force in England and Wales. The force area spans seven local authority areas – Bridgend, Cardiff, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taf, Swansea and the Vale of Glamorgan.

We serve a diverse population, with 6.6% of people in the 2011 Census identifying themselves as belonging to an ethnic minority. This varies widely across our force area, with around 16% from a black and minority ethnic background in Cardiff compared to roughly 2% from a black and minority ethnic background in Merthyr Tydfil. A total of 23% of our population identify themselves as having a long-term impairment or illness that affects their day to day activities, 54% identify themselves as being of Christian religion, while 35% identify themselves as having no religion. Small numbers identify as Buddhist, Hindu, Jewish, Muslim and Sikh. There is no publically available data on sexual orientation or transgender identity but it is estimated that around 6% of the general population are gay, lesbian or bisexual, with less than 6% identifying as transgender.

South Wales Police responds to the public 24 hours a day and 365 days a year. We are a **professional, proud** and **positive** organisation of 5,000 employees, consisting of police officers and police staff. Our purpose is to 'Keep South Wales Safe' and our vision is:

'To be the best at understanding and responding to our communities' needs'.

The Police & Crime Reduction Plan for South Wales Police sets out the key strategic priorities, one of which is 'Equality, Fairness, Diversity & Poverty'. We are committed to promoting equality in everything we do so that it becomes a part of our everyday service.

The Equality Act

The Equality Act 2010 promotes equality for the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race
- Religion and belief
- Sex
- Sexual Orientation

The General Equality Duty is one Section of the Act, which states that each public authority (which includes South Wales Police) must, in the exercise of its functions, have due regard to the need to:

- 1) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act,

- 2) Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it,
- 3) Foster good relations between people who share a relevant protected characteristic and people who do not share it.

The General Duty applies explicitly to all protected characteristics except marriage and civil partnership. However, there is still a duty to eliminate discrimination, harassment and victimisation for this characteristic.

The Specific Duties

As a non-devolved public body in Wales we are required to abide by the UK Specific Duties of the Equality Act, meaning we must:

- Annually publish information to demonstrate our compliance with the General Equality Duty,
- Prepare and publish (one or more) equality objectives we think should be achieved in order to meet the aims of the General Equality Duty,
- Ensure that our equality objectives are specific and measurable and are published in a way that is accessible to the public.

The equality objectives contained in this Equality Action Plan are those we have chosen as the key areas we need to pursue to meet our aims under the General Duty; they have been identified in consultation with representative organisations.

Our annual 'Equality Information' document can be found on the South Wales Police website (www.south-wales.pnn.police.uk). From 2015 the information will also report on progress against our objectives.

South Wales Police Equality Objectives

Objective 1 (Hate Crime)

We will work to understand the experience of victims of hate crime and engage with those who are less likely to report to identify and remove barriers. This will ensure the satisfaction of victims and help reduce repeat victimisation. Working with our partners, we will identify high risk hate-related harassment cases and encourage both positive and early intervention through a multi agency process.

Why We Chose It

In 2013, an all-Wales hate crime study¹ highlighted the prevalence of hate crime in Wales and the disproportionate impact that hate crime has on victims. It highlighted that it continues to be under-reported and that many hate crime victims experience multiple incidents.

South Wales Police hate crime incident data shows that incidents are still likely to be under-reported in our force area as we do not receive the number of reports we would expect from our large population. Over the last two years we have seen a vast improvement in the satisfaction levels of victims of hate crime who have reported to South Wales Police, but the level is still not as high as we want it to be. We want to make sure that victims of hate crime have a sensitive and appropriate response throughout their whole experience with us and we will prioritise the way we deal with hate crime so that this can happen.

Through the use of action plan processes for hate crime victims we have been able to support victims more effectively in recent years. We want to ensure that this process is embedded and leads to a reduction in the number of repeat incidents that hate crime victims experience.

The Police & Crime Reduction Plan contains hate crime as a priority issue. This, combined with the introduction of the Welsh Government's '*Tackling Hate Crime and Incidents: A Framework for Action*', means that we have an opportunity to deliver significantly on this equality objective.

We want to work with minority groups and organisations that represent them to make sure that we can identify high risk hate-related harassment early on. We will work with our partners to share information we hold so that we can support victims through their experience and deal effectively with perpetrators. Multi Agency Risk Assessment Conferences (MARACs) have been used in South Wales in high risk domestic abuse cases for a number of years. We want to establish a similar mechanism for high risk cases of hate-related harassment so that information held by different agencies can be shared and victims can be supported effectively and sensitively.

¹ M. Williams and J. Tregidga (2013) All Wales Hate Crime Research Project: Time for Justice.

We will also link our work on hate-related harassment with our wider work on Anti Social Behaviour. This will include considering where links can be made to the South Wales Police community trigger (an initiative that enables victims to be supported through a multi agency approach where certain criteria are met).

What We Want To Achieve

Whilst the usual police response to crime is to ensure it is reduced, research clearly demonstrates that hate crime is seriously under-reported, so this is one area where we want to see an increase in reported crime. We therefore want to see the number of hate incident reports that come to us increasing to reflect the reality of the scale of this issue and an increased confidence in our communities to report to us. We will work with Welsh Government to consider a periodic survey of hate crime victims across Wales that can measure their confidence to report.

Although we want to see an increase in reporting, we want to see a reduction in the number of harassment cases that an individual victim experiences and a reduction in the number of high risk cases, as this would reflect early intervention and appropriate action from multiple agencies.

We also want to see an increase in victim satisfaction to reflect a better experience for victims in contact with us. A multi-agency approach to intervening in high risk cases of hate-related harassment will provide an enhanced response for victims. Where high risk victims are identified (who often experience multiple incidents of harassment), appropriate agencies will be able to share information about the victim and work together to support and safeguard the victim whilst considering approaches to preventing further harassment.

We also aim to achieve a continuous rolling programme of hate crime training for officers and staff so that the objective aims can be embedded across South Wales Police.

How We Will Measure Progress

The following methods will be used to assist with achieving our aims:

- The development and introduction of a Hate Crime Action Plan for the period 2015 – 2018, coupled with a formalised reporting structure to monitor progress across our four Basic Command Units (BCUs).
- The introduction and development of the new South Wales Criminal Justice and Integrated Offender Management Board to monitor Hate Crime from the moment of reporting, through to final disposal.

The following measures will be collected and monitored:

- Hate crime incident report numbers for all hate crime categories we monitor (with an aim to see an increase in numbers)
- Hate crime victim satisfaction levels for 'ease of contact', 'actions taken', 'follow-up contact', 'treatment', and 'whole experience'
- Victim satisfaction within hate crime victims and victims of other crimes to ensure that service delivery is both equal and consistent

- The proportion of repeat incidents of hate crime for all categories we monitor (with an aim to see repeat incidents decreasing)
- The number of repeat incidents per high risk victim (with an aim to see repeat incidents decreasing)
- The proportion of high risk hate-related harassment victims referred to a multi agency risk assessment process (with an aim to increase the proportion to protect more victims)

We will also use our Telephone Research Unit, Police Community Support Officers and links with partner agencies that represent minority groups to find out more about what victims feel about their support from South Wales Police. Qualitative and quantitative research data will continue to be gathered and analysed with a view to further encouraging the reporting of hate crime and enhancing the service provided to victims wherever possible.

Objective 2 (Stop & Search)

We will develop our approach to stop & search to ensure that the powers are used fairly and in particular that ethnic disproportionality is continually challenged and/or reduced.

Why We Chose It

Stop & Search is an important but emotive tactic used by the police to prevent and detect crime. National and local research continues to find that black and minority ethnic people are stopped and searched disproportionately compared to those of a white ethnic background.

This has been taken seriously by South Wales Police and disproportionality rates have decreased. However this continues to be explored for further ways to improve. Internal monitoring and scrutiny of our use of stop & search is undertaken by the force Stop & Search Review Group chaired by the Assistant Chief Constable (Support), currently Jon Stratford. Quality assurance processes have been applied to completed stop & search records to ensure clear and legitimate grounds for search have been identified.

We want to involve community members effectively in our monitoring of stop & search in order to ensure that the process is transparent and that we are open to appropriate challenge from the community. This will involve utilising community members in the scrutiny of completed stop & search forms.

The Force has committed to the Home Office 'Best Use of Stop Search Scheme' and full implementation is underway. This will include plans to invite key community contacts to undertake dip sampling of stop search records on a regular basis to ensure we effectively scrutinise the process and encourage transparency. Further to this, there are plans to reinvigorate our Patrol Along scheme, which will allow community members to accompany an officer on patrol and witness the stop and search process should such an incident occur.

We want our communities to trust that we use stop & search appropriately and effectively and that we challenge and hold our officers to account in the process.

What We Want To Achieve

We want to ensure that South Wales Police operates a stop & search process that is effective and based on legitimacy and fairness. The above measures will ensure that grounds for search are clearly identified and legitimate for each stop & search. Where people of a minority ethnic background are disproportionately stopped & searched this will be identified and the reasons behind this quickly identified and addressed. Engaging community members in overseeing these aims will enhance community confidence in our process and ensure that we are transparent and accountable to the public. We will also ensure that information relevant to Stop and Search is published for our communities.

How We Will Measure Progress

The following measures will be collected and monitored:

1. The outcomes of stop & searches (to ensure the use of the power is evidence and intelligence based).
2. The link between the stated objects of stop searches and the outcomes
3. The ratio of people from a white background stopped & searched in comparison to the proportion of the white population *versus* the ratio of people from a black and minority ethnic background stopped & searched in comparison to the black and minority ethnic population.
4. The number of complaints received in relation to stop & search

We will ensure that each quality assurance process includes specific checks on the ethnicity of those stopped & searched.

Stop & Search is being used less frequently and generates few public complaints. However, other proactive police actions such as road traffic 'stops' can impact on the feeling of fair treatment by black and minority ethnic communities. Over the life of the plan, we will therefore have regard to other indicators of potential disproportionality, such as public complaints of incivility or bias in the use of the tactics.

Objective 3 (Accessibility)

We will make it easier for the public to communicate with the police, particularly those with specific access needs, people with physical or sensory impairments and people with literacy, language or cultural needs, including children.

Why We Chose It

South Wales Police provides a 24-hour service to everyone in South Wales and must be able to respond effectively to any contact from the public. We aim to be 'the best at understanding and responding to the needs of our communities'. We know that contact with us needs to be fair and equal for everyone, yet it can be more difficult for some than for others. The Police & Crime Reduction Plan prioritises the need to make it easier for the public to communicate with the police, including those with diverse needs. An equality objective on accessibility will lead to diverse communication and access needs being considered and addressed strategically across South Wales Police.

Some minority groups in South Wales have told us that they need to be able to communicate with us better and that we need to communicate with them better. We want to put processes in place to make this possible.

We will also seek to use simple, straight-forward language in all aspects of our work. We will discourage the use of initials and obscure terminology which may be familiar to some but excludes those who are not 'in the know'.

What We Want To Achieve

We want everyone in South Wales to be able to communicate with the police whatever their diverse needs. We want them to know how to do so and to be completely confident in the systems that are in place. We want to see an improved range of options for people to communicate with us and to be informed about our work, about their rights and entitlements and ways to contact us e.g. using British Sign Language videos, text options and direct assistance for people who need help. We also want to develop appropriate and effective ways to communicate key issues with children and take account of cultural communication needs in communities.

How We Will Measure Progress

The following methods will be used to assist with achieving our aims:

- We will implement the Action on Hearing Loss NGT app (next generation text) to allow those with hearing impairments to make contact more easily with South Wales Police

- We will provide all Public Service Centre staff with Dementia Friendly training provided by the Alzheimer's Society. By doing so we will have the first police contact centre in the country to be designated 'Dementia Friendly'.
- We will explore the option to provide Public Service Centre staff with Mental Health Awareness training utilising third sector partners
- Where there are barriers to accessing our buildings that we cannot remove, we will develop innovative strategies to overcome them.
- We will work to review how we communicate with children, particularly on critical issues such as Child Sexual Exploitation.
- We will develop our approach to training so that it includes cultural and sensitive communication issues, with the aim that we are better placed to understand the position of all those in our communities and best serve their needs.

The following measures will be collected and monitored:

- We will measure the number of people who contact us using new methods, by ensuring that the options we make available cover the needs of the whole population when they need to communicate with South Wales Police.
- We will monitor the number of complaints we receive about communication and accessibility, while encouraging people to tell us about their experience.
- We will look to establish measures for 'Ease of contact' for specific communities e.g. in Deaf PACTs and through minority community groups.
- We will engage with local community groups to ask specific questions on ease of communication and accessibility and will measure the demographics/equality profile of those we engage

Objective 4 (Diverse Needs in Custody)

We will assess the needs of vulnerable people and those with specific needs in police custody and work with our partners to address those identified e.g. the needs of women, children, people from minority ethnic backgrounds and people with mental health conditions or physical, sensory or learning disabilities.

Why We Chose It

South Wales Police strives to provide a professional and positive response to everyone held in custody. Human rights and health & safety are paramount in this process. In 2011 South Wales Police received a positive custody inspection report by Her Majesty's Inspectorate of Constabulary (HMIC) but recommendations were made to consider how to respond to the needs of women, children and vulnerable people more proactively.

Custody has historically been designed and delivered as an adult male-focussed environment for people without physical or sensory impairments. The need to deal efficiently with the majority group of people who come into custody - including challenging individuals in difficult circumstances - has to be acknowledged. However we also need to take account of different needs, particularly the needs of vulnerable people in custody, for whom any unmet need could lead to considerable anxiety and distress whilst being detained. We will work to ensure that vulnerable people and those with specific needs can be responded to in the most appropriate way, and to develop effective implementation measures.

The Police & Crime Commissioner has established a project to work with health bodies to reduce the number of people with mental health conditions detained in police custody by ensuring they can access more appropriate places of safety. It must be acknowledged that people experiencing mental ill health have often been held in police cells because more appropriate NHS facilities are unavailable or because the individual has been turned away from those facilities. We want to work with our partners to develop the most appropriate response to this situation as we recognise it is a shared responsibility to address.

The Commissioner and the Chief Constable are also working to support the South Wales Women's Pathfinder Project which aims to provide the most appropriate partnership response to women in the Criminal Justice System. We will link the work of these projects to the aims of our equality objective.

What We Want To Achieve

We want to ensure that vulnerable people and those with specific needs in custody can receive services and communication appropriate to them. This will mean their experience will be improved, that they will not be unfairly disadvantaged and that they will be detained in police custody for the minimum necessary amount of time.

At present there is a gap in the availability of appropriate places of safety and treatment for those with mental health conditions, particularly at night and at weekends. Although this lies outside the powers of the Commissioner and Chief Constable we are committed to working with other agencies and with Welsh Government to address these wider issues, while striving to ensure that the police response remains considerate and sympathetic to the needs of vulnerable people while in our care or custody.

South Wales Police has invested in raising awareness and understanding of mental health issues across South Wales Police. We want to continue with this investment so that we are better able to provide appropriate support to those with mental ill health.

How We Will Measure Progress

The following measures will be collected and monitored:

- The number and nature of complaints received relating to police detention,
- Enhanced information on the demographics of people held in custody and the length of time vulnerable people are detained,
- The number of adults and children/young people with mental health conditions detained in police custody as a place of safety (with the aim to see this decreasing to reflect appropriate alternatives being available),
- We will develop and introduce a mechanism to ascertain the satisfaction levels of both women and men in custody with the aim of identifying and addressing any gaps that may exist in service provision. To assist us in this process we will work with the Women's Pathfinder project.

Objective 5 (Violence Against Women and Girls)

Working with our partners we aim to increase the reporting of all forms of violence against women and girls, including domestic abuse, Honour Based Violence and Female Genital Mutilation, and will support initiatives for their early identification and intervention.

Why We Chose It

South Wales Police deals with around 27,000 incidents of domestic abuse each year and it accounts for around a third of all our violent crime. Our data shows that women are more likely to be the victims of domestic abuse and honour based violence (HBV), whilst national research shows that women and girls continue to be at risk of female genital mutilation (FGM).

The Police & Crime Reduction Plan prioritises the need to tackle this form of violence and in 2013, a thematic review of violence against women and girls was commissioned jointly by the Commissioner and Chief Constable. The recommendations led to the publication of the South Wales Police 'Plan for Tackling Violence Against Women and Girls'.

The thematic review findings showed that women were disproportionately affected by domestic abuse and other forms of violence in terms of incident numbers and their levels of seriousness. In particular the review highlighted that women experience repeated incidents of violence before they report to the police and that opportunities may be missed among police and partner agencies to identify where abuse is happening early on. We also found that effective early intervention was an essential aspect in reducing the likelihood of women and girls being repeat victims.

An equality objective that focuses on the need to address the disproportionate impact of domestic abuse, 'honour'-based violence and female genital mutilation on women and girls, and aims to meet the needs of some of our most vulnerable communities, will enable a strategic approach to addressing these issues across South Wales Police. We also recognise the need to better understand the prevalence of HBV and FGM within the communities of South Wales, and the specific needs of some vulnerable domestic abuse victims, such as disabled women.

What We Want To Achieve

We want women and girls to feel confident to report abuse incidents to the police, safe in the knowledge that they will be supported appropriately. We also want to ensure that incidents are identified early on and this includes working effectively with our partners. Experience tells us early identification and intervention in cases of violence against women and girls will lead to a reduction in the number of repeat victims and a reduction in the seriousness of incidents experienced.

How We Will Measure Progress

The following methods will be used to assist with achieving our aims:

- The development and introduction of an Honour Based Violence Action Plan for the period, coupled with a formalised reporting structure to monitor progress across our four Basic Command Units (BCUs)

The following measures will be collected and monitored:

- The number of cases of violence against women and girls (with an aim to see an increase in numbers to reflect confidence in reporting).
- The number of referrals of violence against women and girls from partner agencies to South Wales Police (with an aim to see an increase in referrals to reflect early identification).
- The number of repeat victims of domestic abuse and other forms of violence against women and girls (with an aim to see a decrease in repeat victims to reflect effective early intervention)
- The proportion of high risk cases of domestic abuse (with the aim to reduce high risk cases to reflect early intervention).
- A breakdown of domestic abuse victims by protected characteristic where possible

We will work with partner agencies, including health, to encourage early identification and referral of violence against women and girls incidents. We will also work to gather data from our partners that reflects the reality of case numbers in this under-reported crime area. For example, we will work to gather effective Accident & Emergency and Maternity data relating to violence against women and girls, and link with our wider work on violent crime reduction to ensure that we have a fuller picture of the levels in South Wales.

Detailed information on the nature of this work can also be found in the 'South Wales Plan for Tackling Violence Against Women and Girls'.

Objective 6 (A Representative Workforce)

We will work to increase the diversity of the South Wales Police workforce, with a particular focus on race and gender, to better reflect the communities we serve.

Why We Chose It

It is important that South Wales Police employees reflect the diversity in the communities of South Wales and we will work to provide a focus on this for all protected characteristics where we are under-represented.

In particular, the recruitment of people from black and minority ethnic backgrounds to South Wales Police has been weak until now and we still need to improve our representation of female police officers. Positive action initiatives in recruitment and progression have not adequately increased representation in terms of diversity. Whilst we have seen positive change, including a significant increase in the proportion of women in the last decade, much more needs to be done for us to truly be representative of South Wales. The Chief Constable and the Commissioner have put a strong emphasis on the importance of improving the recruitment, retention and progression of black and minority ethnic people and of women.

Whilst it is essential to continue our work to increase diversity representation across all protected characteristics and we will do so; we need to prioritise race due to the large gap that exists to truly reflect our population. Black and minority ethnic people make up just 2.2% of our police officers but 6.6% of our population. Recruitment and progression of women remains a concern. Women now make up just over a quarter of our police officers but just over half of our population.

We are particularly under-represented by minority ethnic officers at senior ranks and by women and ethnic minorities in some specialist departments. We recognise the need to address this through positive action mechanisms and through continually assessing the impact of our recruitment and progression policies and procedures on under-represented groups. In order to be the 'best at understanding and responding to our communities' needs' we need to ensure that our own people are representative of our communities so that we can provide an effective and appropriate response to everyone.

What We Want To Achieve

We want to see a continued increase in the proportion of female police officers and an increase in the proportion of black and minority ethnic people within South Wales Police. We are putting a strong emphasis on diversity in new recruitment to the Special Constabulary. Recruitment is the essential first step but retention and progression are

also crucial. We want to increase the numbers of female and minority ethnic officers and staff at senior levels of the organisation and in some specialist departments.

How We Will Measure Progress

The following measures will be collected and monitored:

- The percentage of black and minority ethnic officers and staff in employment,
- The percentage of female officers in employment,
- The percentage of black and minority ethnic and female applicants to any recruitment intake for officers, staff, community support officers and Specials,
- The percentage of black and minority ethnic and female successful recruits in any recruitment intake,
- The percentage of black and minority ethnic (officers only) and female employees applying to internal promotion processes,
- The percentage of black and minority ethnic (officers only) and female employees successful in internal promotion processes.

We aim to see an increase in all of the above measures to reflect effective positive action.

We will also measure:

- The distribution of black and minority ethnic and female employees in all ranks/grades and specialist departments,
- The annual percentage of female leavers and leavers from black and minority ethnic groups for officers and staff.

We will complete thematic reviews of recruitment, selection and progression in relation to race and gender. These will include the consideration of cultural issues affecting Black & Minority ethnic and female employees so that appropriate actions can be put in place where needed.

We also aim to develop a BME Positive Action Strategy and will measure our success against the actions we outline in it.

How the Objectives Link with the General Equality Duty

The table below shows where each objective works towards the three aims of the Public Sector Equality Duty.

	Working to eliminate discrimination, harassment and victimisation	Working to advance equality of opportunity between those who possess a protected characteristic and those who do not	Working to foster good relations between people who share a protected characteristic and people who do not
Objective 1 (Hate Crime)	*		*
Objective 2 (Stop & Search)	*		*
Objective 3 (Accessibility)	*	*	*
Objective 4 (Diverse needs in Custody)	*	*	*
Objective 5 (Violence Against Women and Girls)	*	*	
Objective 6 (A representative workforce)	*	*	*

Who We Involved in Setting our Objectives

All objectives have been chosen as a result of specific data we hold that shows we need to improve, or because of local or national research that highlights areas of inequality.

We have consulted with Chief Officers, the Police & Crime Commissioner, key strategic leads and the Strategic Equality Panel on our chosen priorities and worked with them to ensure we have identified key areas of action to progress them. The Strategic Equality Panel is made up of senior members of equality organisations in the South Wales force area. It also includes the Chairs of our four Community Cohesion Groups that function in each of our Basic Command Units. These groups consist of local people from diverse backgrounds and with different protected characteristics. The objectives will be monitored and reviewed through our Strategic Equality Panel, ensuring that external input is continually provided.

Monitoring and Reviewing the Objectives

Progress against the objectives will be reported to the South Wales Police Equality, Diversity & Human Rights Board, chaired by the Chief Constable. This group consists of key employees across South Wales Police that are responsible for and committed to driving forward the diversity agenda. This monitoring process will ensure accountability for the objectives across South Wales Police.

At least twice each year progress against the objectives will also be provided to the Planning and Performance Group and to the Police & Crime Commissioner's Strategic Board, which is led by the Commissioner and the Chief Constable and is attended by their Chief Officers. This governance and review process will ensure that equality and diversity is given a priority focus in South Wales Police and that there is strong leadership on equality issues. We will also regularly discuss progress against our objectives with our Strategic Equality Panel whose members will help to set South Wales Police priorities and action in the context of the wider communities of South Wales.

We will publish progress on the delivery of our objectives in our annual 'Equality Information' publication, which will outline how we are meeting the General Equality Duty.

Conclusion

We have set equality objectives which we believe will remove disadvantage and promote equality and fairness for our employees and those who come into contact with South Wales Police. The objectives will be communicated across the organisation so that all individuals and organisational units and departments understand their individual roles and responsibilities to deliver them.

Any comments on ways in which we can develop this work and improve our performance will be welcome.

Contact Us:

Email: commissioner@south-wales.pnn.police.uk
publicservicecentre@south-wales.pnn.police.uk
Twitter: @swpolice @commissionersw **Tel:** 101