

SOUTH WALES POLICE AND SOUTH WALES POLICE AUTHORITY

EQUALITY INFORMATION

JUNE 2012



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Introduction

The Equality Act 2010 And Public Sector Equality Duty

Introduction

To be treated fairly in a non-discriminatory manner is the basic right that everyone is entitled to and deserves. For South Wales Police and South Wales Police Authority, it is of fundamental importance and that is why, in the provision of our policing services, we are committed to doing all that we possibly can to ensure we meet both the needs and expectations, of our many diverse communities.

The Force's mission is 'Keeping South Wales Safe' and its vision is to ***'be the best at understanding and responding to our communities' needs***.

South Wales Police Authority shares this joint vision and is the body that oversees the work of South Wales Police. The main role of the Police Authority is to ensure that the Police Force is efficient and effective by holding it to account on behalf of the public.

The Equality Act Duties

The Equality Act 2010 (UK Specific Duties regulations) requires us to publish information to show how we are complying with the duties to:

- a) eliminate discrimination and harassment
- b) advance equality of opportunity and
- c) foster good relations between people with different protected characteristics.

The Act defines protected characteristics as:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or Belief
- Sexual orientation

The Information Presented

The information on the following pages includes data that has been collected since April 2010. Where possible this data is presented in full financial years e.g. 1st April 2010 –

31st March 2011. Information has been updated in June 2012 to include a full year of data from April 2011 to the end of March 2012.

We recognise that the collection and presentation of our data is work in progress. For some areas of our work data is not readily available and where it is, it may not currently be possible to gather it for all protected characteristics. We will therefore work to identify gaps and to begin to address these over time.

Welsh Language

Welsh Language monitoring information is published separately to this Equality Information and is available through either of the following links:

- www.south-wales.police.uk
- www.southwalespoliceauthority.org.uk

The Profile Of South Wales Police And Its Communities

South Wales Police provides a 24-hour service, 365 days a year, ensuring that the service is always accessible and responsive to community needs.

The South Wales Police policing area spans seven unitary authority boundaries, namely Bridgend, Cardiff, Merthyr Tydfil, Neath and Port Talbot, Rhondda Cynon Taff, Swansea and the Vale of Glamorgan. The policing area covers 42% of the population of Wales and is split into 4 Basic Command Units (BCUs), which manage policing at a local level. Each BCU covers one or more local authority areas. Their purpose is ensuring that a robust service is delivered locally with partner agencies. The four South Wales Police BCUs are:

- Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil)
- Eastern BCU (Cardiff)
- Central BCU (Bridgend & Vale of Glamorgan)
- Western BCU (Neath Port Talbot & Swansea)

Within the South Wales Police area, of 1,246,102 residents¹, 48.8% have identified themselves as male and 51.2% have identified themselves as female. In addition to the 1,246,102 residents, we recognise that the policing area comprises of a large number of University students, estimated at 65,000², which are not captured within the Census data. South Wales also attracts several million visitors annually, with Cardiff's Wales Millennium Centre being the most popular tourist attraction in Wales.

The age of the population in South Wales is fairly even, with 32.4% representing the under-25 age group, 46.1% representing the 26-59 age group and 21.4% representing the 60+ age group. 20.3% reported that they possessed some knowledge of spoken or written Welsh. A 2008 Survey³ showed that 169,600 people within the policing area identified themselves as disabled.

In South Wales, unemployed economically active people⁴ make up 3.5% of the population which is an indication of the level of deprivation.

2001 Census data showed that 3% of the population in South Wales reported their ethnic background as belonging to an ethnic minority, with 8.4% of the population in Cardiff reporting an ethnic minority background. We recognise that the actual percentage may now be higher as a result of migrant workers from Eastern Europe now living in South Wales since 8 countries joined the European Union in 2004.

¹ Mid Year Estimates 2008

² Welsh Assembly Government, 2008

³ Local Labour Force Survey - *Annual Population Survey: people of working age with disabilities, by disability type and local authority*, 2008

⁴ The term *economically active* people refers to people aged 16-74 who are in work or available for work

The highest proportion of residents (69%) identified themselves as being of Christian religion with 20.6% identifying themselves as having no religion. Small numbers identified their religion as being Buddhist, Hindu, Jewish, Muslim and Sikh.

There is no publicly available statistical data on the true number of people in South Wales who identify themselves as transgender, which includes transsexuals, transvestites and crossdressers, as many transgender people choose not to publicly reveal their transgender status. South Wales Police works closely with Transgender Wales and the National Trans Police Association.

As Census data does not ask residents to identify their sexual orientation, there is no reliable data on the number of gay, lesbian and bisexual people in the UK. Government Actuaries, however, estimate that 6% of the population are gay, lesbian or bisexual.⁵

⁵ Stonewall Cymru

General Statistical Notes To Help Interpret The Tables

1. Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012.
2. Workforce Information is as at 31st March 2012.
3. Where percentage changes are shown these compare old data with new data. A percentage change indicates the change in a value over time and is calculated by subtracting the old value from the new value and dividing by the old value. In this report, percentage changes have been used where appropriate to show changes over time. However, percentage changes have not been shown where the numbers are small (generally where the numbers are below 100) as they can be misleading.
4. The population data used is the most recent available data in relation to the year in question. For 2010-11, the 2009 Mid Year Population Estimates have been used and for 2011-12, the 2010 Mid Year Population Estimates. Population Estimates are prepared by the Office of National Statistics and are extrapolated from the 2001 Census which is unlikely to reflect the current population. The 2011 Census figures will be used when they become available during 2013 and will give a more accurate picture.
5. This is the first year that Equality Monitoring data has been published to this level of detail. In a number of areas, data collection and completeness will continue to be progressed and the information will continue to develop over the coming months and years.
6. Data Quality is an issue within any integrated IT management system and the Force continues to review its implementation of processes and procedures to improve data integrity.
7. Equality data is used to inform priorities for South Wales Police and South Wales Police Authority. Examples of ways in which this has taken place can be found in Section 11 (Using Equality Data to Make a Difference).

Equality Information

1. Victims Of Crime

Victims of Crime by Force and Basic Command Unit (BCU)⁶

Victims of Crime

Year	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
2010-11 ⁷	19,797	33,427	15,168	25,109	93,721
2011-12 ⁷	17,332	32,389	14,412	22,832	86,965
% Change	-12%	-3%	-5%	-9%	-7%

*There were 220 and 369 victims in 2010-11 and 2011-12 respectively which were unassigned to BCUs and are included in the total numbers.

Victims of Crime 2011-12⁷ - % by Age Group

Age Group	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
<10	0%	0%	0%	0%	0%
10 - 17	3%	3%	4%	3%	3%
18 - 24	10%	16%	11%	14%	14%
25 - 44	29%	30%	27%	27%	29%
45 - 65	20%	16%	20%	17%	18%
65+	6%	4%	7%	5%	5%
Unknown/Not Stated	31%	31%	31%	33%	31%
Total	100%	100%	100%	100%	100%

Victims of Crime 2011-12⁷ - % by Ethnicity

Ethnicity	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
Asian	1%	2%	1%	1%	1%
Black	0%	1%	0%	0%	1%
Chinese or Other	0%	1%	0%	0%	0%
Mixed	0%	1%	0%	0%	0%
White	37%	36%	38%	34%	36%
Unknown/Not Stated	62%	59%	60%	64%	61%
Total	100%	100%	100%	100%	100%

⁶ Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

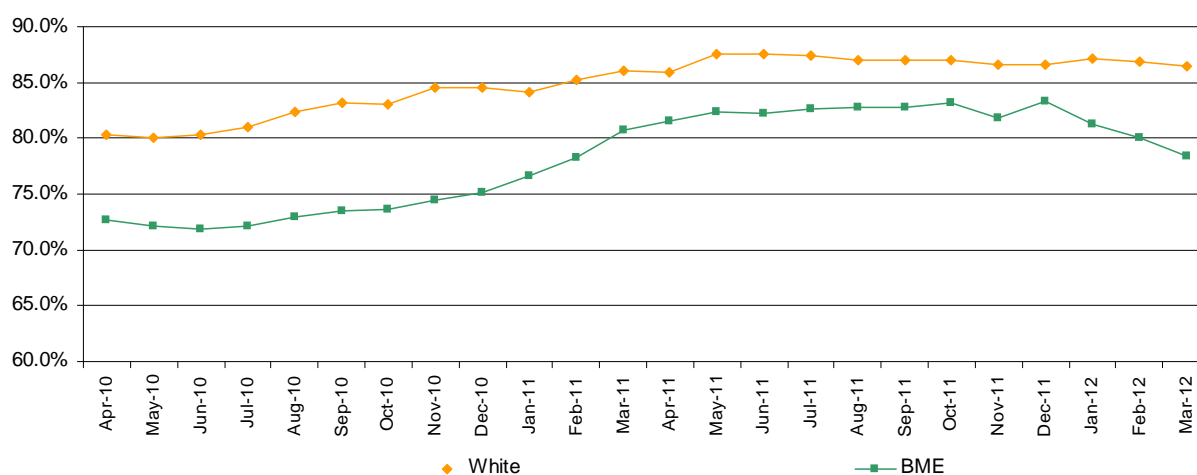
Victims of Crime 2011-12⁷ - % by Gender

Gender	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
Female	33%	33%	34%	32%	33%
Male	35%	37%	35%	36%	36%
Other	0%	0%	0%	0%	0%
Unknown/Not Stated	32%	31%	31%	33%	31%
Total	100%	100%	100%	100%	100%

Victim Satisfaction

South Wales Police has a statutory obligation to consult with victims of crime in relation to the service afforded to them when reporting an incident. In accordance with Home Office requirements the Force gives particular focus to the comparative satisfaction of White and Black & Minority Ethnic (BME) victims and their view of the overall experience of the service they have received from the force.

12 month rolling satisfaction levels for Whole Experience: White & BME victims



Note: This chart shows the rolling 12 month satisfaction level. This means that every point on the chart relates to the 12 months of data up to that month, e.g., the January 2012 data point relates to victim satisfaction for the period February 2011 to January 2012. This enables the underlying trend to be seen by removing the effect of any seasonal fluctuations.

⁶ Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

1. Hate Crime

The term Hate Crime is used within South Wales Police to refer to hate related incidents and crimes. The Association of Chief Police Officers defines a hate incident as *“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.”* A hate crime is defined specifically as *“Any incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.”*

We follow the guidance of the Ministry of Justice and the Home Office and formally monitor hate crime by the five following categories – disability, faith, race, sexual orientation and transgender.

Hate Crime Reporting and Victim Satisfaction Levels

In line with achieving objectives of the Force Annual Plan, South Wales Police has been working towards improving satisfaction levels for victims of hate crime. Work began in early 2009 to review the management of hate crime and the support given to victims with an aim of identifying the reasons for the levels in hate crime victim satisfaction. From this review a number of recommendations were made to improve on reporting levels of hate crime and hate crime victim satisfaction levels. These were combined into a Hate Crime Victim Satisfaction Strategic Development Plan which was implemented over a two year period commencing in May 2009 with a number of key areas of work addressed. These included:

- The development and delivery of an *‘Identifying and Managing Hate Incidents and Crime’* Management Training Course to frontline staff.
- Rewriting the Hate Crime Policy
- Rewriting the job description for BCU Hate Crime Officers and specialist Community Engagement Officers.
- Training days arranged for specialist supervisors on details of the plan and for key roles on carrying out Risk Assessments on victims of Hate Crime.
- A partnership third party reporting scheme between the Welsh Assembly Government, Safer Wales and the four Welsh forces was launched which gives victims of hate crime an opportunity to report occurrences to Safer Wales either on line or by posting reporting leaflets. Safer Wales then informs the relevant Police Force with the consent of the victim.

One significant area of the plan was the development and delivery of the Identifying and Managing Hate Incidents and Crime course to approximately 1000 Front Line Responding Officers. The aim of the course was to enhance the ability of officers to identify and deal with Hate Incidents and Hate Crime, thus improving Victim Satisfaction and encouraging greater reporting. Included in the training programme was a Risk

Assessment process for dealing with victims of Hate Crime. The outcome of this process is to ensure that victims of hate crimes are given vital support services at the earliest opportunity. Action plans when required are implemented to ensure advice, help and support are provided to victims through the Police and our partner agencies. This assists to improve the first contact experience with South Wales Police resulting in increased the confidence of victims to report matters.

During 2010-11, there was significant engagement and consultation with disabled people's organisations across Wales in partnership with the police services of Wales and Disability Wales. In addition to this a Disability Hate Crime Matters Conference took place in November 2010. This partnership relationship is maintained via the Disability Hate Crime Action Group Cymru which meets quarterly and is attended by representatives from disabled people's organisations, Crown Prosecution Service Wales, Equality and Human Rights Commission Cymru, Welsh Government, Victim Support.

The increase in Victim Satisfaction levels experienced since implementation of the Strategic Development Plan have been published both internally for the information of all staff and externally on the South Wales Police website. Updates on the progress of the plan were regularly given to the Police Authority, Chief Officers and our Independent Advisory Group.

Hate Incidents by Force and Basic Command Unit (BCU)⁶

The following tables show the five strands of monitored hate crime recorded by the Force as part of its statutory duty:

Racist Incidents

Year	Northern BCU⁶	Eastern BCU⁶	Central BCU⁶	Western BCU⁶	South Wales Police
2010-11 ⁷	236	728	210	670	1,844
2011-12 ⁷	255	668	200	492	1,615
% Change	8.1%	-8.2%	-4.8%	-26.6%	-12.4%

Homophobic Incidents

Year	Northern BCU⁶	Eastern BCU⁶	Central BCU⁶	Western BCU⁶	South Wales Police
2010-11 ⁷	99	130	38	131	398
2011-12 ⁷	67	113	55	115	350
% Change	-32.3%	-13.1%	44.7%	-12.2%	-12.1%

⁶ Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Faith Hate Incidents

Year	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
2010-11 ⁷	9	35	9	40	93
2011-12 ⁷	6	35	13	27	81
Percentage Changes are not shown due to the small numbers involved					

Disability Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2010-11 ⁷	55	87	48	227	417
2011-12 ⁷	56	67	69	147	339
% Change	1.8%	-23.0%	43.8%	-35.2%	-18.7%

Transphobic Incidents

Year	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
2010-11 ⁷	1	18	3	13	35
2011-12 ⁷	1	22	10	15	48
Percentage Changes are not shown due to the small numbers involved					

⁶ Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Racially or Religiously Aggravated Offences

The following were hate incidents which constituted a criminal offence as defined by the Home Office Counting Rules.

Racially or Religiously Aggravated Crimes at Force Level*

Offence Group	Crime Type	2010-11 ⁷	2011-12 ⁷	% Change
Violence against the Person	Actual Bodily Harm and other Injury	62	55	-11%
	Assault without Injury	70	46	-34%
	Harassment	19	13	-32%
	Public Fear, Alarm or Distress	372	374	1%
	Total Violence Against the Person	523	488	-7%
Criminal Damage	Criminal Damage to a Building other than a Dwelling	12	10	-17%
	Criminal Damage to a Dwelling	14	9	-36%
	Criminal Damage to a Vehicle	21	16	-24%
	Other Criminal Damage	11	10	-9%
	Total Criminal Damage	58	45	-22%
	Total	581	533	-8%

**The data is not broken down to BCU level owing to small numbers*

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

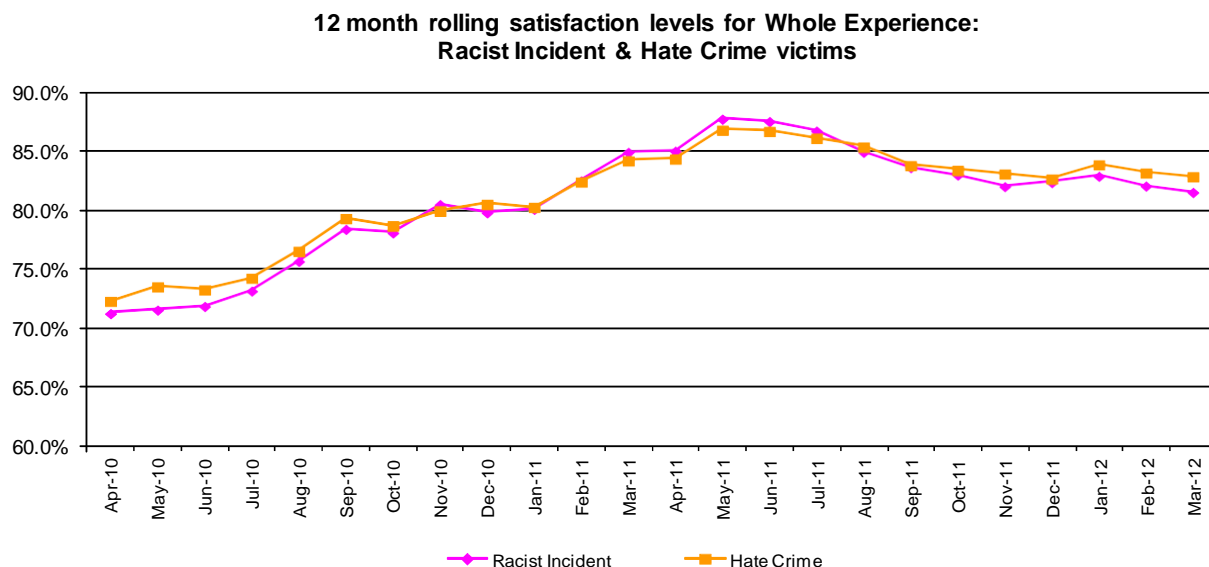
Victim Satisfaction Levels

There is a statutory requirement to monitor hate crime victim satisfaction for Racist Incidents only. However, the Force has made the decision to explore wider hate crime satisfaction i.e. satisfaction levels for all hate crime strands that we monitor.

It should be noted that the largest element of the sample is made up of Racist Incident victims, and consequently the satisfaction of that strand drives overall hate crime satisfaction. Hate crime satisfaction cannot be broken down by individual strand owing to the small numbers of people (in strands other than racist incidents) that are available to be interviewed.

Victim Satisfaction: Whole Experience- Racist Incident and Hate Crime Victims

Note: This chart shows the rolling 12 month satisfaction level. This means that every point on the chart relates to the 12 months of data up to that month, e.g., the January 2012 data point relates to victim satisfaction for the period February 2011 to January 2012. This enables the underlying trend to be seen by removing the effect of any seasonal fluctuations.



2. Domestic Abuse

Domestic Abuse is an incident of threatening behaviour, violence, or abuse (psychological, physical, verbal, sexual, financial or emotional) by one family member against another or adults who are or have been intimate partners, regardless of gender, and whether a crime has occurred or not, will be recorded as domestic abuse. This includes issues of concern to black and minority ethnic (BME) communities such as 'honour based violence', female genital mutilation (FGM) and forced marriage.

Domestic Abuse Incidents by Force and Basic Command Unit (BCU)⁶

Domestic Abuse Incidents

Year	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
2010-11 ⁷	7,976	8,777	5,620	9,000	31,489
2011-12 ⁷	7,084	7,175	5,698	8,196	28,153
% Change	-11%	-18%	1%	-9%	-11%

Note: 112 incidents (2009-10) and 116 incidents (2010-11) unallocated to BCUs and not included.

Domestic Abuse Incidents 2011-12⁷ - % by Age Group

Age Group	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
<10	0.2%	0.4%	0.4%	0.3%	0.3%
10 - 17	2.4%	2.4%	2.6%	2.8%	2.6%
18 - 24	13.3%	14.0%	13.1%	13.4%	13.5%
25 - 44	29.3%	27.2%	26.9%	31.1%	28.8%
45 - 65	10.3%	8.9%	9.8%	10.4%	9.9%
65+	1.1%	1.4%	1.1%	1.6%	1.3%
Unknown/Not Stated	43.4%	45.8%	46.2%	40.3%	43.7%
All	100.0%	100.0%	100.0%	100.0%	100.0%

⁶ Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Domestic Abuse Incidents 2011-12⁷ - % by Ethnicity

Ethnic Group	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
Asian	0.2%	1.4%	0.1%	0.6%	0.6%
Black	0.2%	1.0%	0.1%	0.1%	0.4%
Chinese or Other	0.0%	0.3%	0.1%	0.1%	0.1%
Mixed	0.0%	0.9%	0.3%	0.1%	0.3%
White	33.9%	29.5%	32.6%	32.7%	32.1%
Unknown/Not Stated	65.7%	66.9%	66.8%	66.5%	66.5%
All	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Abuse Incidents 2011-12⁷ - % by Gender

Gender	Northern BCU ⁶	Eastern BCU ⁶	Central BCU ⁶	Western BCU ⁶	South Wales Police
Female	44.6%	44.0%	42.2%	46.9%	44.7%
Male	11.0%	9.9%	11.4%	12.2%	11.1%
Other	0.0%	0.0%	0.1%	0.0%	0.0%
Unknown/Not Stated	44.4%	46.1%	46.3%	40.8%	44.2%
All	100.0%	100.0%	100.0%	100.0%	100.0%

Forced Marriage and Honour Based Violence

South Wales Police have specialist staff to assist victims of Honour Based Violence and Forced Marriage (HBV/FM).

This came about as a result of research work carried out to identify what information was available to establish the extent or potential extent of the HBV/FM problems in the South Wales area. Consultation with local women's Black & Minority Ethnic (BME) support groups and analysis was carried out that established there clearly was a problem in the South Wales Police area, which resulted in low numbers of victims coming forward to report incidents of HBV/FM and subsequent lack of confidence in the Police and partner agencies in dealing with such incidents.

South Wales Police then set about a comprehensive work program in full partnership with local agencies in particular the BME women's support groups to address the key areas of under reporting, community confidence and operational effectiveness within the Police and other agencies.

⁶ Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

This work program has seen the development of many facets of internal and external initiatives. We have developed a training programme for specified Police Officers and Police Staff which focuses on the unique requirements for victims.

Training has also been delivered to some of our Partner Agencies. We work closely with our Partner Agencies and each case of HBV/FM is subject to a robust Risk Assessment process. Incidents which are assessed as medium or high risk are subject of a Risk Management and Support Plan which ensures that appropriate and suitable support and safety measures are implemented for the victim.

Forced Marriage and Honour Based Incidents

Year	Forced Marriage (Actual)	Forced Marriage (Threat)	Honour Based Incidents	Total
2010-11 ⁷	8	22	23	53
2011-12 ⁷	10	13	19	42
% Change	25.0%	-40.9%	-17.4%	-20.8%

Notes:

1. The above data includes incidents which occurred outside the Force area but where the victim is supported within the Force area.
2. Actual Forced Marriages are those where a Forced Marriage has actually taken place.
3. Threats of Forced Marriage are those where the victim was under pressure or threat of a Forced Marriage
4. Honour Based Incidents are incidents or crimes which are thought to be honour related (which have or may have been committed to protect or defend the honour of the family and/or community)

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

4. Stop and Search

The Police and Criminal Evidence Act 1984 (PACE) came into force in September 1985 and included the police power to Stop and Search. The Act was accompanied by four Codes of Practice; non-statutory guidance for officers in the use of specific powers under PACE including Code A - Stop and Search. Officers can stop and search anyone they have reasonable grounds to suspect is carrying a prohibited or stolen article and/or to allay or confirm suspicions about individuals without exercising their power of arrest. The use of stop and search powers allow the police to tackle crime and anti-social behavior, and to prevent more serious crimes occurring.

The powers to stop and search must be used fairly, responsibly, with respect for people being searched and without unlawful discrimination.

South Wales Police (SWP) holds a Stop Search Review Board every quarter, chaired by a Chief Officer, the purpose of which is to:

- a) review the police use of stop and search power to ensure that the powers are used and applied fairly and
- b) ensure the implementation of best practice in the use of stop and search.

South Wales Police Authority also holds a quarterly review of the Force's stop and search activity as part of its Equality and Diversity Agenda, through which Chief Officers are held to account for stop and search activity.

In July 2012, SWP will have completed the issue of mobile data devices to all its patrol officers, which will enable them to complete stop and search forms electronically into a database. This will have a positive impact on preventing and tackling crime, in addition to enhancing the analysis of stop search activity in relation to recorded protected characteristics and outcomes.

The following tables show numbers of stop searches from April 2010 to March 2012. The Force continues to make progress in data collection, recording, access and best practice in the implementation of stop search powers.

Stop Searches - by Age Group

Age Group	Numbers of Stop Searches		Stop Searches per 1000 Population by Age Group	
	2010-11 ⁷	2011-12 ⁷	2010-11 ⁷	2011-12 ⁷
10 to 17	3,651	3,446	30.4	29.3
18 to 24	5,247	5,156	29.6	29.0
25 to 44	4,212	4,796	12.9	14.7
45 to 64	566	642	1.8	2.0
65 +	35	29	0.2	0.1
All	13,965	14,263	11.1	11.3

Note: there were 254 and 194 stop searches of persons in 2011-12 and 2010-11 with unknown age which have not been included.

Stop Searches - by Ethnicity

Ethnicity	Numbers of Stop Searches		Stop Searches per 1000 Population by Ethnicity	
	2010-11 ⁷	2011-12 ⁷	2010-11 ⁷	2011-12 ⁷
Asian or Asian British	343	344	18.4	18.2
Black or Black British	386	441	71.7	81.0
Chinese or Other Ethnic	47	41	6.3	5.4
Mixed	199	194	18.0	17.4
Total Black Minority Ethnic	12,773	12,921	10.5	10.6
White	975	1,020	22.9	23.7
All	13,965	14,263	11.1	11.3

Note: there were 217 and 322 stop searches in 2011-12 and 2010-11 respectively which had unknown ethnicity and which are not included.

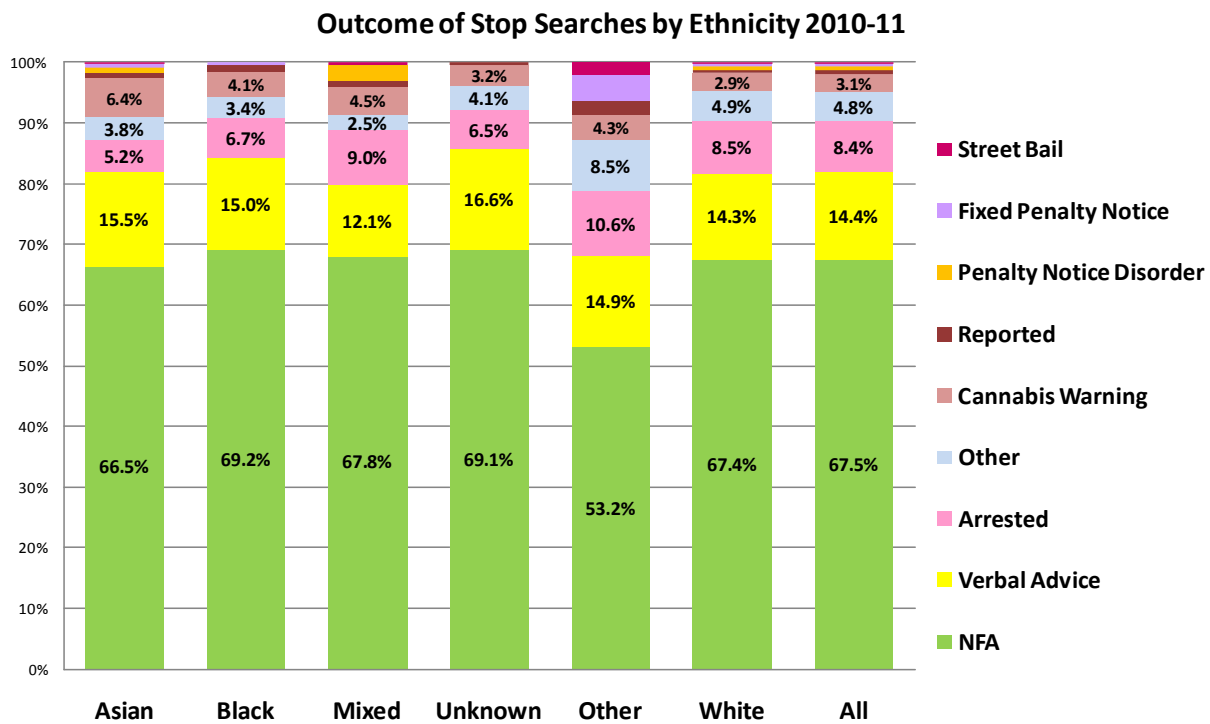
Stop Searches - by Gender

Gender	Numbers of Stop Searches		Stop Searches per 1000 Population by Gender	
	2010-11 ⁷	2011-12 ⁷	2010-11 ⁷	2011-12 ⁷
Females	1,372	1,372	2.1	2.1
Males	12,547	12,855	20.5	20.8
All	13,965	14,263	11.1	11.3

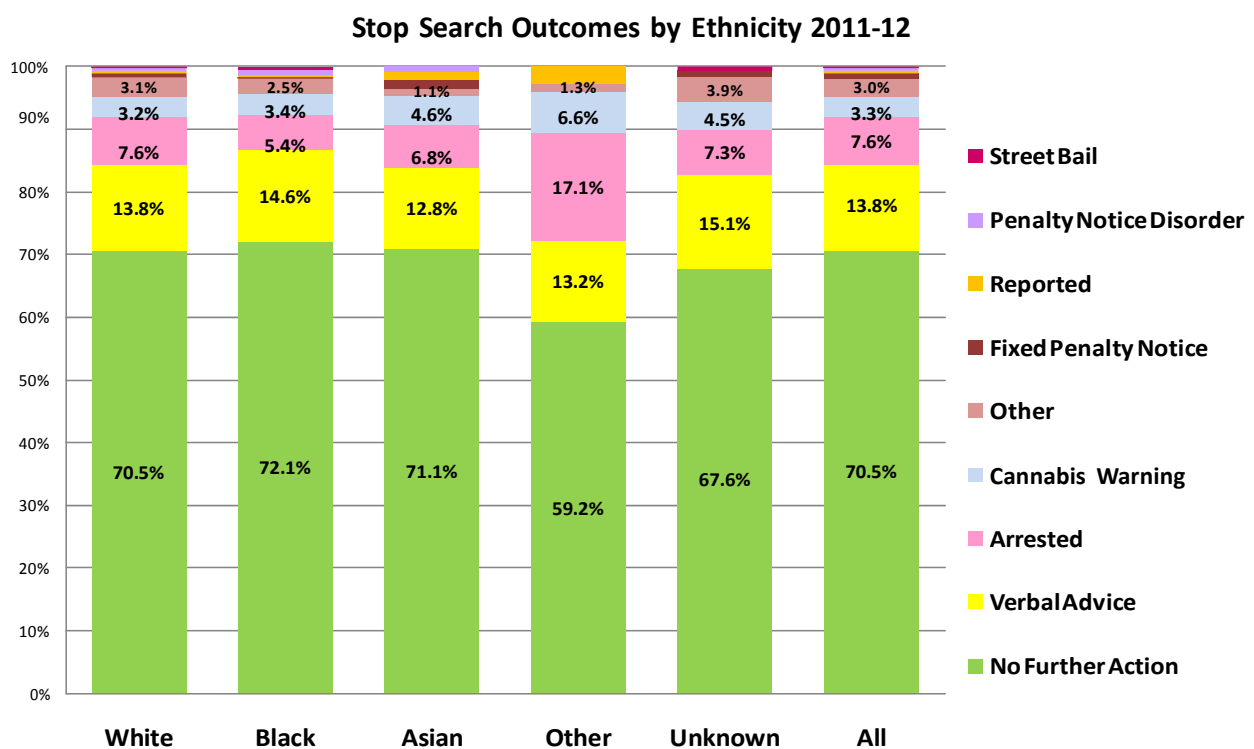
Note: There were 46 and 36 searches in 2010-11 and 2010-12 respectively which had unknown gender and which are not included.

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Outcomes of Stop Searches by Ethnicity 2010-11⁷

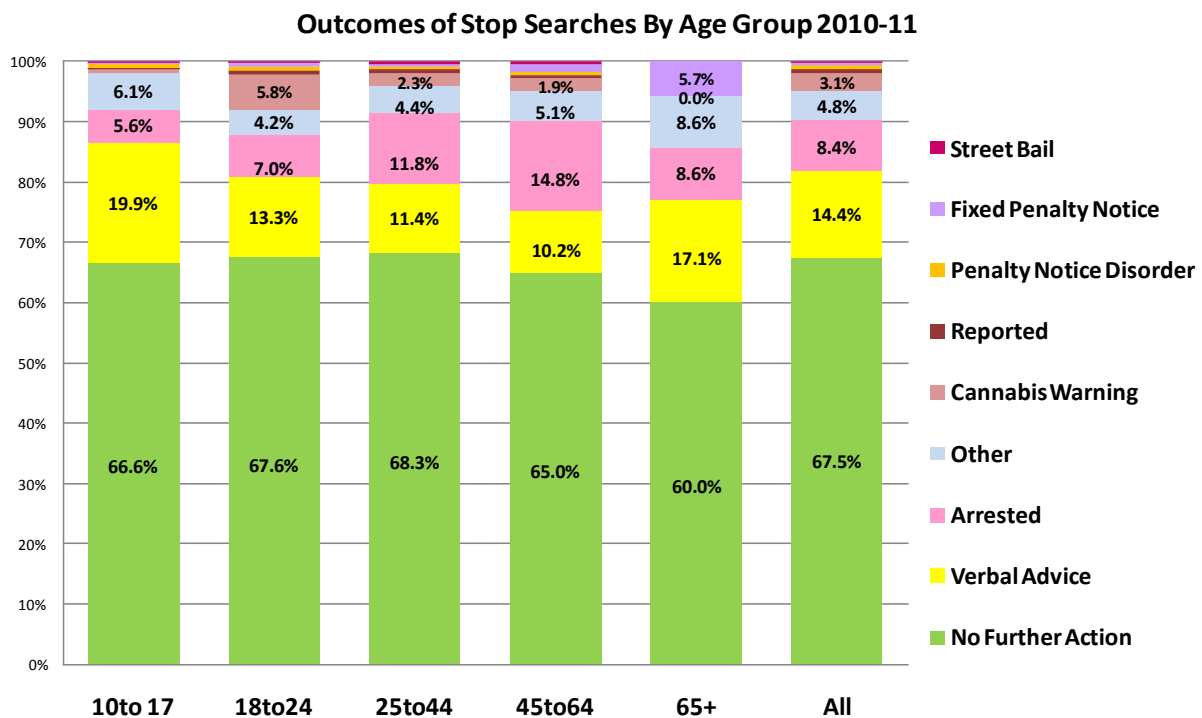


Outcomes of Stop Searches by Ethnicity 2011-12⁷

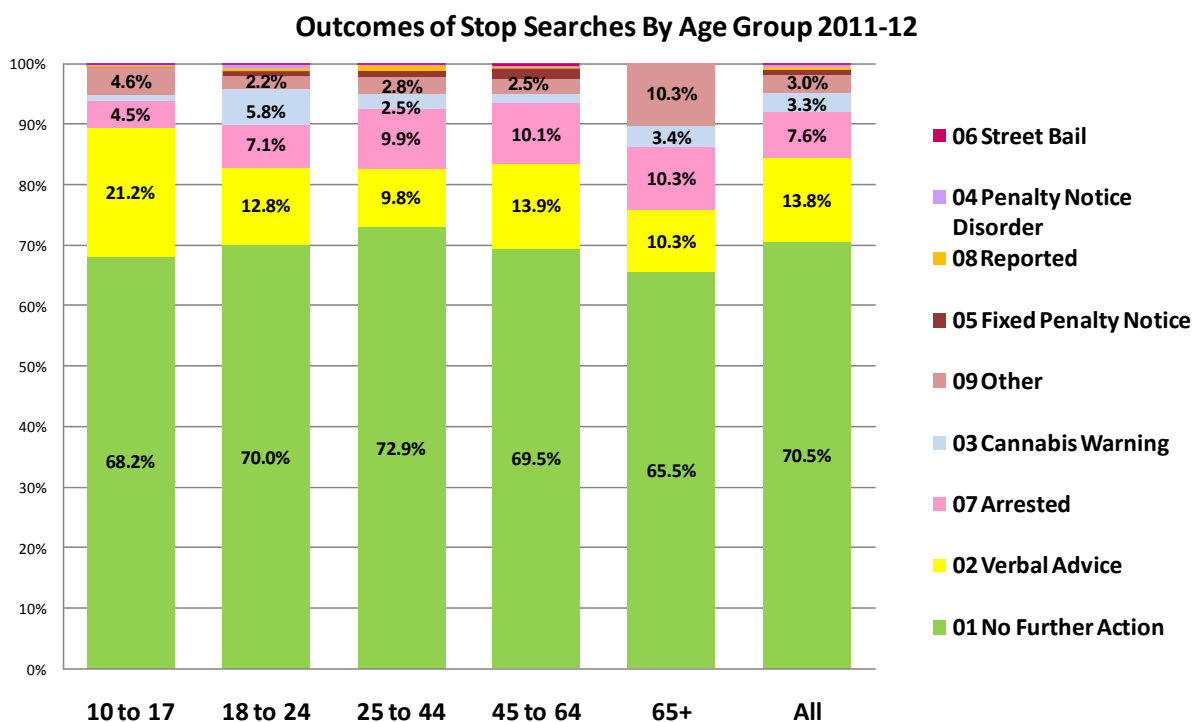


⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Outcomes of Stop Searches by Age Group 2010-11⁷



Outcomes of Stop Searches by Age Group 2011-12⁷



⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

5. Complaints

Recorded Complaints by the Public Against South Wales Police Employees

Number of Complaints

Year	Number of Recorded Complaints
2010-11 ⁷	678
2011-12 ⁷	648
% Change	-4%

Outcomes of Complaints

Year	Live (Not Finalised)	FINALISATION MEANS					
		Administrative Process	Informal (Local) Resolution	Substantiated	Un-substantiated	Withdrawn by Complainant	Total
2010-11 ⁷	41	105	248	15	122	147	678
2011-12 ⁷	228	60	150	3	58	149	648

Notes: a) Although the information above shows complaints by year of recording, outcomes are live as at 30th April 2012. Investigations into complaints registered in 2010-11 are more likely to have been completed compared to those registered in 2011-12 hence the 228 live complaints in 2011-12 and 41 live complaints in 2010-11. b) Administration Process is an umbrella term covering cases which through consultation with the Independent Police Complaints Commission have been discontinued, dispensed with or de-recorded.

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Percentage Distribution Across Finalisation Outcomes of Complaints

Year	Number of Finalised Complaints	FINALISATION MEANS					Total
		Administrative Process	Informal (Local) Resolution	Substantiated	Un-substantiated	Withdrawn by Complainant	
Combined 2010-11 ⁷ and 2011-12 ⁷	1,057	16%	38%	2%	17%	28%	100%

Complainants 2011-2012⁷ - % by Age

Age Group	% of all Complainants
0-19	3.8%
20-29	9.3%
30-39	13.7%
40-49	15.0%
50-59	8.0%
60-64	2.9%
65+	2.9%
Not Stated	44.3%
Total	100.0%

Complainants 2011-2012⁷ - % by Disability

Disability Status	% of all Complainants
Disabled	8.8%
Not Disabled	29.6%
Unknown/Not Stated	58.2%
Other	2.8%
Prefer not to say	0.7%
All	100.0%

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Complainants 2011-2012⁷ -% by Ethnic Origin

Ethnic Origin	% of all Complainants
Asian	1.5%
Black	1.6%
Chinese or Other Ethnic	0.3%
Mixed	1.3%
White	47.7%
Not Stated	47.5%
All	100%

Complainants 2011-2012⁷ - % by Gender

Gender	% of all Complainants
Female	36.8%
Male	60.8%
Other	0%
Transgender	0.2%
Not Stated	2.3%
All	100%

Complainants 2011-2012⁷ - % by Religion

Religion	% of all Complainants
Christian	20.9%
Hindu	0.2%
Jewish	0.0%
Muslim	3.3%
Sikh	0.0%
Other	1.6%
None	9.8%
Prefer not to say	5.6%
Unknown/Not Stated	58.7%
All	100.0%

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

Complainants 2011-2012⁷ - % by Sexual Orientation

Sexual Orientation	% of all Complainants
Bisexual	0.5%
Gay/Lesbian	1.0%
Heterosexual	35.8%
Other	0.5%
Prefer not to say	3.4%
Unknown/Not Stated	58.8%
All	100%

⁷ Service Delivery Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1st April 2011 to 31st March 2012

6. Police Authority Equality Information

The Police Authority has a statutory duty to engage with the public and this is carried out throughout the year by conducting surveys, attending events and holding consultation road shows about policing issues. The Authority endeavours to represent the views of the diverse communities of South Wales.

Consultation

During the last consultation year of October 2010 to October 2011, 1,980 people responded to surveys or took part in consultation exercises carried out by South Wales Police Authority. The diversity profile of those that took part is provided below. It should be noted that at some events only age, disability, gender and ethnicity information was collected.

Consultation Participants October 2010-October 2011 - % by Age Group

Age Group	% of all Participants
Under 16	1.3%
16-24	6.6%
25-34	8.9%
35-44	14.7%
45-54	16.6%
55-64	21.6%
65-74	18.2%
75+	9.7%
Prefer not to say	2.4%
All	100.0%

Consultation Participants October 2010-October 2011 - % by Disability

Disability Status	% of all Participants
Disabled	12.7%
Non - disabled	44.9%
Prefer not to say	2.4%
Not stated	40.0%
All	100.0%

Consultation Participants October 2010-October 2011 - % by Ethnicity

Ethnic Origin	% of all Participants
Asian or Asian British	4.7%
Black or Black British	0.8%
Chinese or Other Ethnic Group	1.9%
Mixed	0.7%
White	84.3%
Not stated	7.6%
All	100.0%

Consultation Participants October 2010-October 2011 - % by Gender

Gender	% of all Participants
Female	42.7%
Male	52.4%
Other	0.2%
Prefer not to say	4.7%
All	100.0%

Consultation Participants October 2010-October 2011 - % by Gender Identity

Is your Gender Identity the same as the gender you were assigned at birth (optional question)	% of all Participants
Yes	53.7%
No	0.7%
Prefer not to say	5.2%
Not stated	40.4%
All	100.0%

Consultation Participants October 2010-October 2011 - % by Religion

Religion	% of all Participants
Buddhist	0.4%
Christian	37.2%
Hindu	0.7%
Jewish	0%
Muslim	2.3%
Sikh	0.2%
No religion	13.0%
Other religion or belief	5.0%
Prefer not to say	1.8%
Not stated	39.4%
All	100.0%

Consultation Participants October 2010-October 2011 - % by Sexual Orientation

Sexual Orientation	% of all Participants
Bisexual	1.5%
Gay / Lesbian	4.4%
Heterosexual	48.3%
Prefer not to say	5.1%
Not stated	40.7%
All	100.0%

Consultation Panel

In 2011, South Wales Police Authority established a Consultation Panel, made up of local people from across the force area. These participants have agreed to answer surveys on a range of different policing areas and functions from 2012. The diversity profile of the 1,016 members of the panel is provided below.

Consultation Panel - % by Age Group

Age Group	% of all Participants
Under 16	0%
16-24	0.1%
25-34	3.1%
35-44	9.8%
45-54	14.7%
55-64	24.9%
65-74	23.9%
75+	12.4%
Prefer not to say	0.2%
Not Stated	10.9%
All	100.0%

Consultation Panel - % by Disability

Disability Status	% of all Participants
Disabled	20.9%
Non - disabled	67.0%
Not Stated	12.1%
All	100.0%

Consultation Panel - % by Ethnicity

Ethnic Origin	% of all Participants
Asian or Asian British	1.3%
Black or Black British	0.2%
Chinese or Other Ethnic Group	0.8%
Mixed	0.4%
White	86.5%
Not Stated	10.8%
All	100.0%

Consultation Panel - % by Gender

Gender	% of all Participants
Female	42.6%
Male	46.5%
Other	0.1%
Not Stated	10.8%

Consultation Panel - % by Gender Identity

Gender Identity the same as the gender assigned at birth (optional question)	% of all Participants
Yes	84.5%
No	0.4%
Not Stated	15.1%
All	100.0%

Consultation Panel - % by Religion

Religion	% of all Participants
Buddhist	0.1%
Christian	68.6%
Hindu	0.6%
Jewish	0.3%
Muslim	0.6%
Sikh	0.1%
No religion	14.4%
Other religion or belief	3.0%
Prefer not to say	1.5%
Not Stated	10.8%
All	100.0%

Consultation Panel - % by Sexual Orientation

Sexual Orientation	% of all Participants
Bisexual	0.6%
Gay / Lesbian	0.9%
Heterosexual	81.3%
Prefer not to say	1.9%
Not Stated	15.3%
All	100.0%

Police Authority Equality Work

The Police Authority's annual progress report on its equality work for 2010-2011 is available here or can be made available in hard copy on request. The report highlights a number of ways in which the Police Authority works to comply with its General Equality Duty under the Equality Act.

http://www.southwalespoliceauthority.org.uk/en/content/cms/equality/equality_progress/equality_progress.aspx

Equality Impact Assessments that have been conducted by the Police Authority are examples of ways in which equality information gathered has been used to lead to changes in the way we work in order to make our functions and practices fairer for everyone. Completed assessments and their action plans can be viewed here and can be made available in hard copy on request.

http://www.southwalespoliceauthority.org.uk/en/content/cms/equality/equality_impact/equality_impact.aspx

It should be noted that fewer than 10 employees work directly for the Police Authority, meaning that the Authority is not subject to the duty to publish workforce equality data. However, all police staff (including support staff and PCSOs but excluding police officers) are employed by South Wales Police Authority. All diversity information relating to these employees is contained in the Workforce Information section of this document.

7. Workforce Information

South Wales Police Workforce Information at 31st March 2012

South Wales Police Workforce	Number of Employees
Police Staff	1,773
Police Community Support Officers (PCSOs)	314
Police Officers	2,953
All	5,040

South Wales Police Workforce at 31st March 2012 - Age

Police Staff*

Age Group	% of all Police Staff
18 to 24	2.7%
25 to 44	51.6%
45 to 64	45.5%
65 +	0.2%
All	100.0%

* Employees who are not police officers or PCSOs

Police Community Support Officers(PCSOs)

Age Group	% of all PCSOs
18 to 24	8.0%
25 to 44	75.2%
45 to 64	16.6%
65 +	0.3%
All	100.0%

Police Officers

Age Group	% of all Police Officers
18 to 24	0.6%
25 to 44	70.2%
45 to 64	29.2%
65 +	0.0%
All	100.0%

South Wales Police Workforce at 31st March 2012 - Disability

Police Staff

Disability Status	% of all Police Staff
Disabled	3.3%
Non-disabled	75.3%
Unknown/Not Stated	19.5%
Prefer not to say	1.9%
All	100.0%

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Disability Status	% of all PCSOs
Disabled	1.9%
Non-disabled	84.4%
Unknown/Not Stated	13.7%
Prefer not to say	0.0%
All	100.0%

Police Officers

Disability Status	% of all Police Officers
Disabled	1.8%
Not Disabled	93.3%
Unknown/Not Stated	4.3%
Prefer not to say	0.6%
All	100.0%

South Wales Police Workforce at 31st March 2012 - Ethnicity

Police Staff*

Ethnic Origin	% of all Police Staff
Asian	0.5%
Black	0.2%
Chinese or Other Ethnic	0.1%
Mixed	0.2%
White	97.6%
Unknown/Not Stated	1.4%
All	100.0%

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Ethnic Origin	% of all PCSOs
Asian	1.0%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.0%
White	98.7%
Unknown/Not Stated	0.3%
All	100.0%

Police Officers

Ethnic Origin	% of all Police Officers
Asian	0.5%
Black	0.2%
Chinese or Other Ethnic	0.3%
Mixed	1.3%
White	96.8%
Unknown/Not Stated	0.9%
All	100.0%

South Wales Police Workforce at 31st March 2012 - Religion

Police Staff*

Religion	% of all Police Staff
Buddhist	0.1%
Christian	58.5%
Hindu	0.1%
Jewish	0.2%
Muslim	0.3%
Sikh	0.1%
Other	2.9%
None	21.7%
Prefer not to say	6.7%
Unknown/Not Stated	9.5%
All	100.0%

* Employees who are not police officers or PCSOs

Police Community Support Officers

Religion	% of all PCSOs
Buddhist	0.0%
Christian	49.7%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.6%
Other	3.2%
None	38.5%
Prefer not to say	3.2%
Unknown/Not Stated	4.8%
All	100.0%

Police Officers

Religion	% of Police Officers
Buddhist	0.3%
Christian	56.8%
Hindu	0.1%
Jewish	0.1%
Muslim	0.3%
Sikh	0.1%
Other	3.5%
None	25.8%
Prefer not to say	10.7%
Unknown	2.3%
All	100.0%

South Wales Police Workforce at 31st March 2012 - Gender

Police Staff*

Gender	% of all Police Staff
Female	62.3%
Male	37.7%
Other	0%
All	100.0%

* *Employees who are not police officers or PCSOs*

Police Community Support Officers

Gender	% of all PCSOs
Female	45.9%
Male	54.1%
Other	0%
All	100.0%

Police Officers

Gender	% of all Police Officers
Female	26.7%
Male	73.3%
Other	0%
All	100.0%

South Wales Police Workforce at 31st March 2012 – Sexual Orientation

Police Staff

Sexual Orientation	% of all Police Staff
Bisexual	0.3%
Gay/Lesbian	1.0%
Heterosexual	82.2%
Prefer not to say	9.1%
Unknown/Not Stated	7.4%
All	100.0%

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSOs
Bisexual	1.3%
Gay/Lesbian	2.5%
Heterosexual	86.9%
Prefer not to say	3.8%
Unknown/Not Stated	5.4%
All	100.0%

Police Officers

Sexual Orientation	% of all Police Officers
Bisexual	0.4%
Gay/Lesbian	1.4%
Heterosexual	87.6%
Prefer not to say	9.0%
Unknown/Not Stated	1.6%
All	100.0%

South Wales Police Workforce at 31st March 2012 – Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	42.8%
Yes	0.1%
Prefer not to say	3.1%
Not Stated/Unknown	54.0%
All	100.0%

**owing to small numbers, the employee categories have been combined to avoid potential identification*

South Wales Police Workforce Leavers 1st April 2011 – 31st March 2012

South Wales Police Workforce Leavers- Age

Police Staff *

Age Group	Death	Dismissal	III Health Retirement	Redundancy	Resignation	Retirement	Total
18-24	0	0	0	1	5	0	6
25-44	0	1	0	10	40	0	51
45-64	2	1	2	18	19	50	92
65+	0	0	0	0	1	7	8
All	2	2	2	29	65	57	157

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Age Group	Death	Dismissal	III Health Retirement	Redundancy	Resignation	Retirement	Total
18-24	0	0	0	0	0	0	0
25-44	0	0	0	0	5	0	5
45-64	0	0	0	0	2	0	2
65+	0	0	0	0	0	0	0
All	0	0	0	0	7	0	7

Police Officers

Age Group	Death	Dismissal	Ill Health Retirement	Resignation	Retirement	Transfer	Total
18-24	0	0	0	0	0	0	0
25-44	1	0	9	23	0	1	34
45-64	3	1	16	6	137	0	163
65+	0	0	0	0	0	0	0
All	4	1	25	29	137	1	197

South Wales Police Workforce Leavers 1st April 2011 – 31st March 2012

South Wales Police Workforce Leavers - Ethnicity

Police Staff*

Ethnicity	Death	Dismissal	Ill Health Retirement	Redundancy	Resignation	Retirement	Total
Asian	1	0	0	0	1	0	2
Black	0	0	0	1	0	0	1
Chinese or Other Ethnic	0	0	0	0	2	1	3
Mixed	0	0	0	0	0	0	0
White	1	2	2	27	61	54	147
Not stated	0	0	0	1	0	2	3
Unknown	0	0	0	0	1	0	1
All	2	2	2	29	65	57	157

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Ethnicity	Death	Dismissal	Ill Health Retirement	Redundancy	Resignation	Retirement	Total
Asian	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0
Mixed	0	0	0	0	0	0	0
White	0	0	0	0	7	0	7
Not stated	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0
All	0	0	0	0	7	0	7

Police officers

Ethnicity	Death	Dismissal	Ill Health Retirement	Resignation	Retirement	Transfer	Total
Asian	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	1	0	1
Mixed	0	0	0	0	3	0	3
White	4	1	25	27	128	1	186
Not stated	0	0	0	2	5	0	7
Unknown	0	0	0	0	0	0	0
All	4	1	25	29	137	1	197

South Wales Police Workforce Leavers 1st April 2011 – 31st March 2012

South Wales Police Workforce Leavers - Gender

Police Staff*

Gender	Death	Dismissal	Ill Health Retirement	Redundancy	Resignation	Retirement	Total
Male	2	2	2	8	28	22	64
Female	0	0	0	21	37	35	93
Other	0	0	0	0	0	0	0
All	2	2	2	29	65	57	157

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Gender	Death	Dismissal	Ill Health Retirement	Redundancy	Resignation	Retirement	Total
Male	0	0	0	0	4	0	4
Female	0	0	0	0	3	0	3
Other	0	0	0	0	0	0	0
All	0	0	0	0	7	0	7

Police Officers

Gender	Death	Dismissal	III Health Retirement	Resignation	Retirement	Transfer	Total
Male	1	2	16	15	131	1	166
Female	0	2	9	14	6	0	31
Other	0	0	0	0	0	0	0
All	1	4	25	29	137	1	197

South Wales Police Workforce 1st April 2011 – 31st March 2012

Flexible Working Applications

Year	Number of Applications
2011-12	113

Of the 113 flexible working applications received during the year, the force is able to provide the following categorisation of applications. Please note that:

- a) More than one protected characteristic may apply to more than one person
- b) A number of applications will not have been processed at year end so 'approved' applications refers only to fully processed applications.

Flexible Working Applications – Age

Police Staff*

Age	Number of Applications Received	% of all Police Staff	Number of Applications Approved	% of all Police Staff
18-24	1	0.1%	1	0.1%
25-44	28	1.6%	25	1.4%
45-64	13	0.7%	9	0.5%
65+	0	0.0%	0	0.0%
Total	42	2.4%	35	2.0%

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Age	Number of applications Received	% of All PCSOs	Number of Applications Approved	% of All PCSOs
18-24	2	0.6%	2	0.6%
25-44	5	1.6%	5	1.6%
45-64	0	0.0%	0	0.0%
65+	0	0.0%	0	0.0%
Total	7	2.2%	7	2.2%

Police Officers

Age	Number of applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
18-24	0	0.0%	0	0.0%
25-44	64	2.2%	61	2.1%
45-64	0	0.0%	0	0.0%
65+	0	0.0%	0	0.0%
Total	64	2.2%	61	2.1%

Flexible Working Applications – Disability

Police Staff*

Disability Status	Number of applications Received	% of all Police Staff	Number of Applications Approved	% of all Police Staff
Disabled	0	0.0%	0	0.0%
Not Disabled	36	2.0%	32	1.8%
Not stated	6	0.3%	3	0.2%
Total	42	2.4%	35	2.0%

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Disability Status	Number of applications Received	% of All PCSOs	Number of Applications Approved	% of All PCSOs
Disabled	0	0.0%	0	0.0%
Not Disabled	7	2.2%	7	2.2%
Not stated	0	0.0%	0	0.0%
Total	7	2.2%	7	2.2%

Police Officers

Disability Status	Number of applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
Disabled	0	0.0%	0	0.0%
Not Disabled	59	2.0%	56	1.9%
Not stated	5	0.2%	5	0.2%
Total	64	2.2%	61	2.1%

Flexible Working Applications – Gender

Police Staff*

Gender	Number of applications Received	% of all Police Staff	Number of Applications Approved	% of all Police Staff
Male	6	0.3%	6	0.3%
Female	36	2.0%	29	1.6%
Other	0	0.0%	0	0.0%
Total	42	2.4%	35	2.0%

Police Community Support Officers (PCSOs)

Gender	Number of Applications Received	% of All PCSOs	Number of Applications Approved	% of All PCSOs
Male	0	0.0%	0	0.0%
Female	7	2.2%	7	2.2%
Other	0	0.0%	0	0.0%
Total	7	2.2%	7	2.2%

* Employees who are not police officers or PCSOs

Police Officers

Gender	Number of Applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
Male	3	0.1%	3	0.1%
Female	61	2.1%	58	2.0%
Other	0	0.0%	0	0.0%
Total	64	2.2%	61	2.1%

Flexible Working Applications – Sexual Orientation**Police Staff**

Sexual Orientation	Number of Applications Received	% of all Police Staff	Number of Applications Approved	% of all Police Staff
Gay/Lesbian	0	0.0%	0	0.0%
Heterosexual	36	2.0%	34	1.9%
Not Stated	1	0.1%	0	0.0%
Prefer not to say	5	0.3%	1	0.1%
Total	42	2.4%	35	2.0%

Police Community Support Officers (PCSOs)

Sexual Orientation	Number of Applications Received	% of All PCSOs	Number of Applications Approved	% of All PCSOs
Gay/Lesbian	0	0.0%	0	0.0%
Heterosexual	6	1.9%	6	1.9%
Not Stated	0	0.0%	0	0.0%
Prefer not to say	1	0.3%	1	0.3%
Total	7	2.2%	7	2.2%

Police Officers

Sexual Orientation	Number of applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
Gay/Lesbian	1	0.0%	1	0.0%
Heterosexual	53	1.8%	52	1.8%
Not Stated	4	0.1%	3	0.1%
Prefer not to say	6	0.2%	5	0.2%
Total	64	2.2%	61	2.1%

Flexible Working Applications – Religion**Police Staff**

Religion	Number of applications Received	% of all Police Staff	Number of Applications Approved	% of all Police Staff
Christian	24	1.4%	22	1.2%
Sikh	2	0.1%	2	0.1%
Other	2	0.1%	1	0.1%
None	7	0.4%	6	0.3%
Prefer not to say	5	0.3%	4	0.2%
Not stated	2	0.1%	0	0.0%
Total	42	2.4%	35	2.0%

Police Community Support Officers (PCSOs)

Religion	Number of applications Received	% of All PCSOs	Number of Applications Approved	% of All PCSOs
Christian	3	1.0%	3	1.0%
Sikh	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%
None	4	1.3%	4	1.3%
Prefer not to say	0	0.0%	0	0.0%
Not stated	0	0.0%	0	0.0%
Total	7	2.2%	7	2.2%

Police Officers

Religion	Number of applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
Christian	38	1.3%	37	1.3%
Sikh	0	0.0%	0	0.0%
Other	2	0.1%	2	0.1%
None	21	0.7%	19	0.6%
Prefer not to say	1	0.0%	1	0.0%
Not stated	2	0.1%	2	0.1%
Total	64	2.2%	61	2.1%

Flexible Working Applications – Welsh Language

Police Staff*

Welsh Language	Number of applications Received	% of all Police Staff	Number of Applications Approved	% of all Police Staff
Not stated	11	0.6%	7	0.4%
Welsh level 1	5	0.3%	5	0.3%
Welsh level 2	0	0.0%	0	0.0%
Welsh level 3	1	0.1%	1	0.1%
Welsh level 4	0	0.0%	0	0.0%
Welsh level 5	1	0.1%	1	0.1%
Welsh No Skill	24	1.4%	21	1.2%
Total	42	2.4%	35	2.0%

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Welsh Language	Number of applications Received	% of All PCSOs	Number of Applications Approved	% of All PCSOs
Not stated	1	0.3%	1	0.3%
Welsh level 1	1	0.3%	1	0.3%
Welsh level 2	0	0.0%	0	0.0%
Welsh level 3	0	0.0%	0	0.0%
Welsh level 4	0	0.0%	0	0.0%
Welsh level 5	0	0.0%	0	0.0%
Welsh No Skill	5	1.6%	5	1.6%
Total	7	2.2%	7	2.2%

Police Officers

Welsh Language	Number of applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
Not stated	3	0.1%	3	0.1%
Welsh level 1	5	0.2%	5	0.2%
Welsh level 2	6	0.2%	6	0.2%
Welsh level 3	1	0.0%	1	0.0%
Welsh level 4	2	0.1%	2	0.1%
Welsh level 5	0	0.0%	0	0.0%
Welsh No Skill	47	1.6%	44	1.5%
Total	64	2.2%	61	2.1%

South Wales Police Workforce 1st April 2011 – 31st March 2012

Grievances Raised

Police Staff*

Category	Number of Grievances raised	% of all Police Staff
Age Discrimination Grievances Raised	2	0.1%
Gender Discrimination Grievances Raised	0	0.0%
Disability Discrimination Grievances Raised	1	0.1%
Bullying Grievances Raised	4	0.2%
Other Category for Grievances i.e. Application of Policy	16	0.9%
Total Grievances Raised	23	1.3%

* Employees who are not police officers or PCSOs

Police Community Support Officers (PCSOs)

Category	Number of Grievances raised	% of All PCSOs
Age Discrimination Grievances Raised	0	0.0%
Gender Discrimination Grievances Raised	0	0.0%
Disability Discrimination Grievances Raised	0	0.0%
Bullying Grievances Raised	0	0.0%
Other Category for Grievances i.e. Application of Policy	0	0.0%
Total Grievances Raised	0	0.0%

Police Officers

Category	Number of Grievances raised	% of Police Officers
Age Discrimination Grievances Raised	0	0.0%
Gender Discrimination Grievances Raised	1	0.0%
Disability Discrimination Grievances Raised	0	0.0%
Bullying Grievances Raised	2	0.1%
Other Category for Grievances i.e. Application of Policy	8	0.0%
Total Grievances Raised	11	0.4%

8. Diversity Training

South Wales Police provide 'Stand alone' Diversity training in the following areas for their officers and staff. This portfolio includes Programmes such as, Hate Crime Training Day, Hate Crime Neighbourhood Policing, Hate Crime Policing, Hate Crime for Call Handlers and Hate Crime Support Group Officers, specifically for Police Community Support Officers. Other Diversity themed packages outlined also include a Managing Diversity Course, Equality Impact Assessment and a Policing Complex Communities Course.

Managing Diversity

Managing Diversity is a three day interactive course for middle management (police officers and staff) that enhances attendee's ability to effectively manage diversity related experiences in the workplace. It provides the opportunity to explore a variety of managerial issues and how to develop a culture that promotes equality and values diversity. This course highlights changes in discrimination legislation and what it means to managers.

Policing Complex Communities

This is a two day interactive course that develops the skills of front line officers and staff in understanding and providing an effective policing service to Muslim communities.

Drawing on the knowledge and expertise of renowned community representatives, this course will develop staff's understanding and gain insight into engagement, beliefs and cultural practices.

Equality Impact Assessment

This espresso session is designed to provide delegates with the knowledge and understanding to complete effective Equality Impact Assessments. This is a process to implement due regard to all groups when managers are considering a new proposal, a policy or decision. The session looks at the new Public Sector Duty, provides the opportunity to complete an initial Equality Impact Assessment and to explore the process of carrying out a full Equality Impact Assessment.

Hate Crime Support Group Officers

This course examines hate incidents and crimes, and how these impact on both the victim and the confidence of our communities within South Wales. It also explores individual roles and responsibilities in the effective management and investigation of hate incidents and crimes. This course also explores the Hate Crime Support Group Officers role, to offer further support and reassurance to vulnerable people who are victims of hate crime.

Hate Crime Training Day and Neighbourhood Hate Crime

This course examines hate incidents and crimes, and how these impact on both the victim and the confidence of our communities within South Wales. It also explores individual roles and responsibilities in the effective management and investigation of hate incidents and crimes.

The strategic aim of this course is to improve satisfaction levels from victims of hate incidents and crime. The course covers a spectrum of hate crime including race, religion, sexual orientation, disability and transgender. Hate Crime officers and MSU staff have been consulted in terms of course design, and these officers and staff support delegates by offering local advice and being a point of contact for officers. The programme was designed via consultation with various organisations and individuals including Safer Wales, the ACPO lead for Hate Crime, the Deputy Chair of our Independent Advisory Group, the Gay Police Association and People First with regards to the course material. In addition the programme includes recorded victims of homophobic, disability and race/faith hate incidents and crimes. With the victims permission they tell their story which is shown to the officers and the end of the day's course.

Hate Crime Call Incident Management (Call Handlers)

This course is specifically for Call Handlers and staff who deal with victims. The aim of the course is to contextualise the Hate crime recording process to the role of call handlers and the experiences they encounter. The course examines hate incidents and crimes, and how these impact on both the victim and the confidence of our communities within South Wales. This programme also addresses the call taking process and how this can improve the identification and recording of hate crime at the earliest opportunity.

Employee Diversity Training April 2010- March 2011

Name of Course	Number of Police Officers Trained	Number of Police Staff Trained	Total Employees Trained
Equality Impact Assessment	6	7	13
Hate Crime Call Incident Management.	46	239	285
Hate Crime Training Day	185	25	210
Hate Crime Neighbourhood Policing Team	14	9	23
Hate Crime Support Group Officers	0	13	13
Managing Diversity	4	4	8
NCALT Introduction to Diversity (former version) – mandatory course	24	27	51
NCALT Mental Ill Health and Disability Awareness	34	10	44

Note: NCALT is The National Centre for Applied Learning Technologies which was established to assist the 43 Home Office police forces in England and Wales and the wider policing community in adopting alternative learning methodologies

Employee Diversity Training April 2011- March 2012

Name of Course	Number of Police Officers Trained	Number of Police Staff Trained	Total Employees Trained
Equality Impact Assessment	44	20	64
Hate Crime Call Incident Management.	0	26	26
Hate Training Day	106	0	106
Hate Crime Neighbourhood	23	172	195
NCALT Introduction to Diversity	1679	961	2640
Managing Diversity	40	19	59
NCALT Mental Ill Health and Disability Awareness	53	27	80
Policing Complex Communities	8	8	16
Learning Disability Awareness	19	18	37

Other Training April 2010-March 2012

Training Course	Description
Initial Police Learning Development Programme	Newly recruited police officers and PCSOs are given a two day delivery on Equality and Diversity which covers subject matter such as, prejudice and discrimination, benefits of diversity in the work place and the community, the needs of individual and preferred communication styles, values and beliefs, the effect of inequality and discrimination and equality legislation. Students also visit various faith centres and participate in a community Interface carousel. Recruits also participate in a placement within the community, which includes organisations such as BVSMW, Valley Kids and People's First. Various organisations also provide role players for the policing practicals so that new recruits can be exposed with issues of police and dealing with difference.

Training Course	Description
Coaching for Performance	<p>This one day programme explores questioning techniques and facilitative skills that empower those involved and actively encourages accountability of individuals. It explores a style of management that makes the individual look at themselves and steers them towards action. These techniques can be especially invaluable to address working relationships, communication, behavioural and attitudinal barriers.</p>
Mentoring	<p>The aim of this workshop is to give the necessary mentoring skills to allow students to develop the professional skills of staff in the workplace. This one day session clarifies the mentor role and the policy and procedures within SWP; it offers guidance on the skills and attributes of effective mentoring and an opportunity to share experiences with other mentors (Action Learning Sets). This course is particularly effective as a tool to develop staff, and can be used as a positive action tool.</p>
Specialist Courses	<p>Specialist courses in investigative training regularly use guest speakers from the community to give a different community perspective and what police officers may have to anticipate and consider when dealing with different sections of the community. Firearms works closely with mental health charity, MIND to inform their training surrounding mental health issues and how they impact on the individuals in question. Fire arms officers look specifically at the different conditions and their impact. Students consider how to adapt their policing style to deal more effectively with individuals that are emotionally distressed, or have mental health issues. This is to ensure that officers can learn to avoid emotional triggers in Firearms incidents.</p>

⁹ This information is provided for the fiscal year i.e. the period from 1st April 2010 to 31st March 2011

9. Calendar Of Diversity Related Events

In addition to providing diversity training, South Wales Police holds a number of awareness raising events for all staff each year, together with development days for those who belong to under-represented groups. South Wales Police also utilises the Force intranet and the staff magazine to promote equality across the protected characteristics. Recent articles have promoted UK Disability History Month, Religious and Cultural Festivals, Holocaust Memorial Day, International Day Against Homophobia (IDAHO) and Bi Visibility Day.

The Force has also made a series of DVDs to internally promote equality across the protected characteristics. The series of DVDs focus on the journeys of people within the Force who have overcome perceived barriers in place because of their protected characteristic. These interviews are available to view through the Equality & Diversity intranet page.

In addition to internal promotion of diversity, we hold a number of diversity events to allow us to involve and consult with our communities in relation to work that the Force is doing and proposes to do that may have an impact on them.

The following table shows some of the events either held or attended to help promote equality and diversity matters for all and to foster relations with under-represented groups.

Events Calendar April 2011- March 2012

Date	Event	Location	Audience	Lead
April-11	Internal publication of the Force's Positive Action Strategy Annual Report	N/A	Staff	Internal Equality & Diversity
June-11	National Day of Prayer for the Police Service (Development through the Christian Police Association)	Bridgend	Staff and Community	Internal Equality & Diversity
Jul-11	Internal and external publication of the Force's Single Equality Scheme Annual Report	N/A	Staff and Community	Internal Equality & Diversity

Date	Event	Location	Audience	Lead
July-11	LGB-specific counselling for members of the Gay Staff Network	Bridgend	Staff	Internal Equality & Diversity
Jul-11	Swansea Pride	Swansea	Community	External Equality & Diversity
July-11	Multicultural Mela	Cardiff	Community	External Equality & Diversity
Sep-11	Mardi Gras	Cardiff	Community	External Equality & Diversity
Sep- 11	Attainment of continued usage of Disability Two-Tick symbol	N/A	N/A	Internal Equality & Diversity
Oct-11	Black History Month seminar co-hosted with the African Community Centre (Development through Black Police Association)	Cardiff	Staff and Community	Internal Equality & Diversity
Oct-11	2 x Empower Your Future Development events (Hosted by the Female Police Association)	Swansea, Cardiff	Staff	Internal Equality & Diversity
Nov-11	2 x Empower Your Future Development events (Hosted by the Female Police Association)	Pontypridd, HQ	Staff	Internal Equality & Diversity

Date	Event	Location	Audience	Lead
Nov-11	Inter faith event at the National Museum of Wales (Represented by the Christian Police Association)	Cardiff	Community	Internal Equality & Diversity
Nov-11	Coaching and Mentoring for Performance workshop (Development through Female Police Association)	Pontypridd	Staff	Internal Equality & Diversity
Nov-11	Disability Master Classes – focus on Dyslexia (Hosted by the Ability Support Network)	Cardiff	Staff	Internal Equality & Diversity
Jan-12	Circulation of Religion & Belief calendars	Force wide	Community	Internal Equality & Diversity/ External Equality & Diversity
Jan-12	Supported Placement through SHAW Trust accommodated	Bridgend	N/A	Internal Equality & Diversity
Jan-12	Stop & Account Consultation	Swansea & Cardiff	Community	External Equality & Diversity

Date	Event	Location	Audience	Lead
Feb-12	Sponsorship of and attendance at Stonewall's Celebrating Lesbian Gay Bisexual History Month event	Cardiff	Staff and community	Internal Equality & Diversity
Feb-12	Accessibility Reference Group	Bridgend	Community	External Equality & Diversity
Mar-12	"Developing Leadership Skills: Overcoming Barriers" development day (for Black Police Association members)	Cardiff	Staff	Internal Equality & Diversity
Mar-12	Easter Concert with the Victory Outreach Group (hosted by the Christian Police Association)	Bridgend	Staff	Internal Equality & Diversity

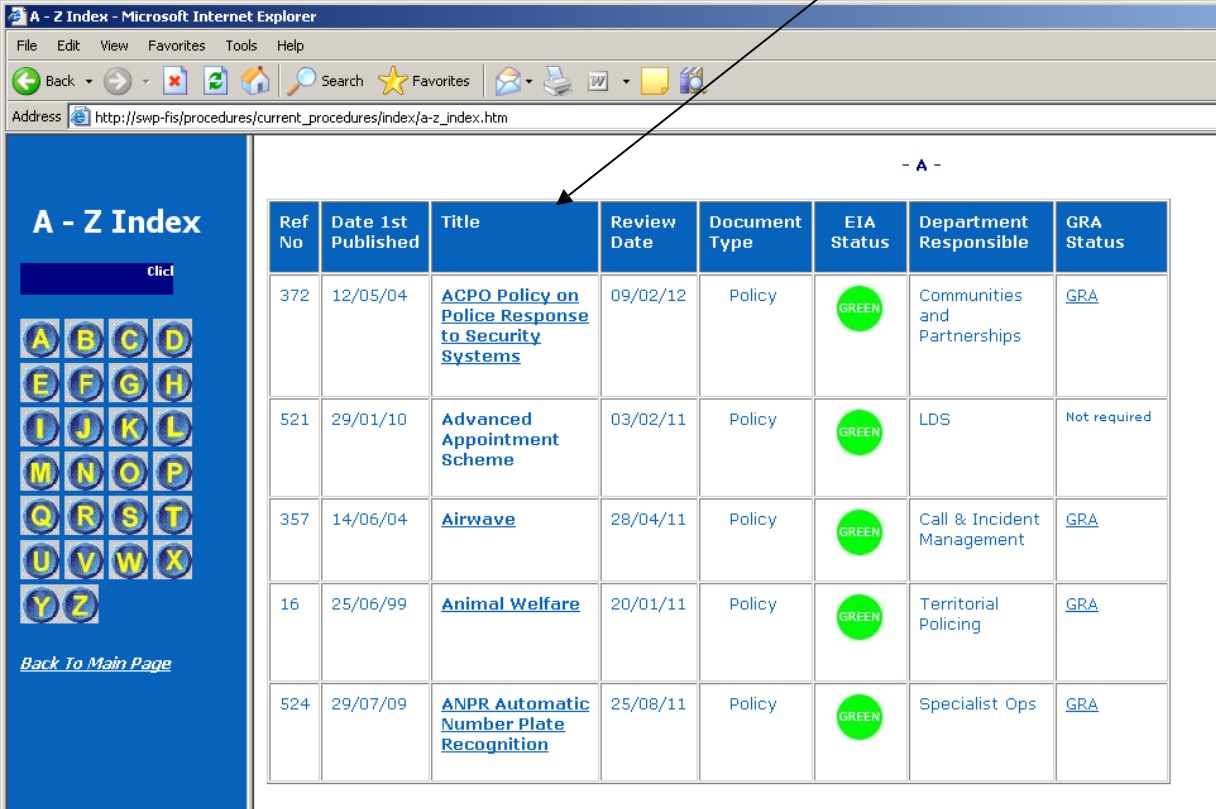
10. Equality Impact Assessments

Equality Impact Assessments (EIAs) assist in ensuring that the Force checks that policies, decisions and activities do not disproportionately disadvantage anyone and allows us to look at whether any part of our service or policy is discriminating (actual or perceived) against groups or individuals.

We use EIAs, therefore, not only to achieve legal compliance but as a standard that is applied to all Force policies to ensure their appropriateness, effectiveness and inclusiveness. Our aim is to ensure that all the implications for equality are properly assessed during the policy development and if any impacts are identified then actions and assurance may be provided to address any mitigating actions required.

The Initial and Full Equality Impact Assessment templates were revised, following the introduction of the Equality Act 2010, so that impact on all of the protected characteristics and Welsh Language can be assessed

As at 1 April 2012, 88% of all policies and procedures have undergone an equality impact assessment within the last 12 months and a link to these impact assessments are published alongside the policy or procedure on the intranet.



Ref No	Date 1st Published	Title	Review Date	Document Type	EIA Status	Department Responsible	GRA Status
372	12/05/04	ACPO Policy on Police Response to Security Systems	09/02/12	Policy	GREEN	Communities and Partnerships	GRA
521	29/01/10	Advanced Appointment Scheme	03/02/11	Policy	GREEN	LDS	Not required
357	14/06/04	Airwave	28/04/11	Policy	GREEN	Call & Incident Management	GRA
16	25/06/99	Animal Welfare	20/01/11	Policy	GREEN	Territorial Policing	GRA
524	29/07/09	ANPR Automatic Number Plate Recognition	25/08/11	Policy	GREEN	Specialist Ops	GRA

Eight EIAs for high and medium risk policies and procedures have been quality assured and a summary of the amendments arising from the quality assurance exercises are highlighted below. Further adjustments may be made in due course once all observations made in the quality assurance exercises have been considered by the policy and procedure owners.

Policy	Outcome
Crime Stoppers Policy	The EIA has been amended to include its potential to have an adverse impact on those who are unable to use the national Crimestoppers telephone number. However, the EIA now notes that this is mitigated through the availability of Language Line for those who do not speak English and also through Textavoice and Minicom for the hearing / speech impaired, facilities provided by the National Call Bureau. Those with computers are also able to submit anonymous information via the encrypted online reporting facility.
Recruitment & Selection	Adjustment to EIA identifying potential adverse impact on trans persons and adjustment to policy to mitigate this impact by confirming the Force policy on maintaining confidentiality and processing employment references. Adjustment to Policy to note sickness data is not to form part of the short listing criteria
Retirement Policy	Original 'Retirement at 65 Policy' removed and new Retirement Policy drafted, following abolition of Default Retirement Age. Quality assurance of the Policy and EIA has resulted in clearer demarcation of sections of the policy, clarity that whilst the performance review meeting provides the opportunity to discuss future plans to work or retire, there is no suggestion that performance is linked with age. There has been an adjustment to the EIA to identify the potential adverse impact on younger workers as there are likely to be less succession planning / promotion opportunities where older employees choose to work beyond the age of 65. The EIA does, however, also note that the abolition of the DRA and the policy itself is positive for older employees and there are still training opportunities available to all staff, irrespective of age, for skill development.
Vehicle Document Scheme	The policy and corresponding EIA have been amended to include its potential to have an adverse effect on those persons with restricted mobility. This has been addressed by including additional wording in the policy to explain the legal requirements and signposting disabled service users to information showing details of police stations with disabled access. In addition, an endorsement on the reverse of the drivers copy of the HORT1 / VDRS now reads; Details of disabled access to the main stations in South Wales Police can be found on the OURBOBBY.com website. Alternatively please telephone the station where you have elected to produce your documents for further advice. It is also written in Welsh.

The Reform Project

The aim of the REFORM PROGRAMME is to implement transformational change to ensure the Force is able to successfully deliver the 5 year plan, and is configured to improve force performance whilst dealing with current and future economic challenges. Key objectives involve placing the customer and communities of South Wales Police at the heart of service delivery, and being the best at understanding and responding to our communities whilst ensuring significant efficiency gains. All work undertaken is scrutinised by the Reform Governance structure and independently by Quality Assurance Panels to ensure consistency in application and delivery.

The challenge of a £47m reduction in budget over the next 4 years has required REFORM Programme to seek to optimise potential efficiencies. However, with in excess of 80% of budget provision relating to staffing costs, cuts imposed will necessarily impact on staffing levels across the Force. The Force has sought to minimise the need for compulsory exit by only filling business-critical vacancies, and introducing voluntary schemes for early retirement and voluntary redundancy for eligible staff that choose to leave the organisation.

The REFORM programme seeks to ensure that the organisational need to achieve efficiencies is balanced against the needs of communities for customer-focused policing services. Due regard is given to the impact on diversity issues of proposals put forward, for community and staff, by undertaking Full Equality Impact Assessments for all work streams under the change programme. The approach adopted includes full engagement with community and staff representatives to ensure that any potential adverse impact is challenged, and either mitigated (where necessary & feasible) or justified.

As REFORM Work streams develop proposals for change during their Redesign stage, they will undertake Initial Equality Impact (Risk) Assessments to initially identify potential differential impact in relation to protected Equality characteristics, both internally from an employment perspective and externally from a service provision perspective. "Secondary research" is gathered to identify the main stakeholders impacted by proposed organisational changes. This will include, for example, analysis of Employment Monitoring data, Flexible Working requests in relation to staff, and available demographic data regarding our communities. "Primary research" (consultation) is undertaken with identified stakeholder groups once Formal Consultation in relation to proposals has begun. This informs the completion of the full equality impact assessment which is part of the final proposal documentation submitted for Police Authority approval.

Full Equality Impact Assessments undertaken to date have informed proposals and implementation plans for the Public Service Centre, Analysts, Administrative Support Units and Disclosures generating positive actions plans to mitigate impact on staff and the community.

11. Using Equality Data to Make a Difference

The purpose of collecting and monitoring equality data is to identify trends and any potential disparities which may arise. Where equality data or information highlights an issue of potential concern, action can then be taken to address the problem or to make steps towards making positive progress that will make a difference.

South Wales Police and South Wales Police Authority monitors the equality information presented in this document on a regular basis. Some examples of the ways in which the information has led to action and change is presented below.

Issue of Interest	Issue Highlighted in data	Action taken by South Wales Police or South Wales Police Authority
Hate Crime	Low reporting of incidents for all hate crime strands, in comparison with research which shows incident numbers are likely to be higher	South Wales Police & Police Authority have worked to encourage hate crime reporting through partnership working and the promotion of a third party reporting scheme developed in partnership with Safer Wales. Working with communities to promote reporting and to listen to community needs has increased confidence to report among minority communities.
Stop & Search	Disproportionality of stop searches by ethnicity of people stopped	<p>South Wales Police Authority carried out a year-long stop search dip sample project which ended in 2011. This involved scrutinising samples of completed stop search forms in the force. Forms were monitored to check that the stops appeared to be used fairly and legitimately.</p> <p>The force continues to work via its Stop Search Review Board to monitor and challenge any possible disproportionality and to look for context that may help to explain data.</p>
Employment Diversity	Under-representation of BME and female officers in South Wales Police	In 2009, in line with government recommendations at the time, South Wales Police Authority examined employment data in the force and set challenging employment targets to encourage the force to improve its representation of BME and female officers.

Issue of Interest	Issue Highlighted in data	Action taken by South Wales Police or South Wales Police Authority
		South Wales Police has worked positively during the last few years to introduce a series of positive action mechanisms across the force, in order to encourage diversity in recruitment, retention and progression. The diversity profile of officers and staff continues to improve.
Equality Impact Assessments (EIAs)	Low numbers of South Wales Police EIAs giving rise to adverse impacts	South Wales Police Authority carried out an EIA Quality Assurance exercise of force EIAs in 2011. This resulted in some recommendations being taken forward in the force and a new internal EIA reporting system was developed.

Continued Improvement

We will continue to consider areas of equality and diversity where it would be helpful to publish monitoring data such as information relating to job applicants and promotions. Presently, recruitment is limited due to the economic climate. Data for the period April to September 2010 is contained in the Employee Monitoring Data within the [Equalities & HR Group January 2011 report](#).

Feedback from our communities as to the equality data available is welcomed along with your thoughts on other areas you feel would be useful and relevant to be available.

12. Contacts & Feedback

Any comments or queries on the presented information should be directed to the Equality & Diversity Unit at South Wales Police using the contact information below.

Any suggestions on future equality information that may be helpful can also be sent to the Equality & Diversity Unit. Feedback is welcomed and will help inform further publication in due course.

The Police Authority may also be contacted in relation to Police Authority information.

Contact South Wales Police:

Telephone: 01656 655555 (Internal extension 20890)

Email: KDivEqualityandDiversity@south-wales.pnn.police.uk

Address: South Wales Police Equality & Diversity Unit
Police Headquarters
Bridgend
CF31 3SU

Contact South Wales Police Authority:

Tel: 01656 869366

Email: police.authority@south-wales.pnn.police.uk

Fax: 01656 869407

Address: South Wales Police Authority
Ty Morgannwg, Police Headquarters, Cowbridge Road,
Bridgend, CF31 3SU.

Keep in Touch with Our Work:

Websites: www.south-wales.police.uk
www.southwalespoliceauthority.org.uk

Twitter: twitter.com/swpolice
twitter.com/southwalespa