

# South Wales Police

## Equality Information

June 2013



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## Introduction

### The Equality Act 2010 And Public Sector Equality Duty

#### Introduction

To be treated fairly and in a non-discriminatory manner is the basic right that everyone is entitled to and deserves. For South Wales Police and South Wales Police and Crime Commissioner Office, 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 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 and Crime Commissioner Office share this joint vision and is the body that oversees the work of South Wales Police. The main role of the Police and Crime Commissioner Office 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 our duty 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 shows data for the two most recent fiscal years. 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

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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 via [www.south-wales.police.uk](http://www.south-wales.police.uk) and [www.south-wales.pcc.police.uk](http://www.south-wales.pcc.police.uk)

## The Profile Of South Wales Police And Its Communities

We provide a 24-hour, 365 days a year service to ensure that we are always accessible and able to provide our communities with a service that is responsive to its needs.

Our policing area spans seven unitary authority boundaries, namely Bridgend, Cardiff, Swansea, Merthyr Tydfil, Rhondda Cynon Taff, Neath and Port Talbot and the Vale of Glamorgan. The policing area is split into four Basic Command Units which manage policing at a local level and has 42% of Wales' population.

Within our policing area of 1,283,651 residents<sup>1</sup>, 49.1% have identified themselves as male and 50.9% have identified themselves as female. In addition to the 1,283,651 residents, we recognise that the policing area comprises of a large number of University students, estimated at 100,430<sup>2</sup>, 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 population in South Wales consists of 29.9% in the under-25 age group, 45.8% in the 25-59 age group and 24.28% in the 60+ age group. 18.4% reported that they possessed some knowledge of spoken or written Welsh. Census 2011 data showed that 22.9% of residents within the policing area identified themselves as having a long term illness which affected their day to day activities.

In South Wales, unemployed economically active people<sup>3</sup> make up 4.58% of the population which is an indication of the level of deprivation.

2011 Census data showed that 6.6% of the population in South Wales reported their ethnic background as belonging to an ethnic minority, with 15.3% of the population in Cardiff and 6% in Swansea reporting an ethnic minority background.

The highest proportion of residents (53.8%) identified themselves as being of Christian religion with 34.9% identifying themselves as having no religion. Small numbers identified their religion as being Buddhist, Hindu, Jewish, Muslim and Sikh.

There is no publically available statistical data on the true number of people in South Wales who identify themselves as transgender, which includes transsexuals, transvestites and cross dressers, as information is not currently collected through the census or any other population count. South Wales Police works closely with Transgender Wales, TAFE Butterflies, MTF Wales and the National Trans Police Association.

As 2011 Census does not ask residents to identify their sexual orientation, there is no hard 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<sup>4</sup>.

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<sup>1</sup> Census Data 2011

<sup>2</sup> Higher Education Statistics Agency 2011/12 data

<sup>3</sup> The term **economically active**, refers to people aged 16-74 who are in work or available for work

## Introduction from the South Wales Police and Crime Commissioner

In my Police & Crime Reduction Plan published in April 2013, one of my priorities is entitled 'Fairness, Equality, Diversity & Poverty'. I am committed to ensuring that South Wales Police provides a fair and responsive service to victims and others, which respects diversity and understands equality. I am clear that hate incident reporting should be encouraged, and that the victim satisfaction of those reporting hate incidents should increase. I am also committed to encouraging greater diversity among South Wales Police employees so that we are better able to represent our diverse communities. These are all issues that I discuss regularly with the Chief Constable who shares the same concerns. My Deputy, Sophie Howe, is playing a particular role in pursuing equalities within the police and wider public service.

I have also set out a priority entitled 'Tackling Violence against Women and Girls'. I want to work to increase the reporting of domestic abuse incidents and am keen to enhance partner and criminal justice agency working to improve our service to victims of domestic abuse and sexual violence.

Both the Chief Constable and I have statutory duties to eliminate discrimination and promote equality in all our functions. Some of the information set out in this document links with the priorities in my Police & Crime Reduction Plan, whilst other information is vitally important at assessing how well the force is meeting its equality duties. There is no doubt that there is always room for improvement, but I hope that the transparency being promoted through the publication of this data will promote public confidence that we are committed to working towards a fair and effective police service for everyone in South Wales.

Rt Hon Alun Michael  
Police & Crime Commissioner for South Wales

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<sup>4</sup> Stonewall Cymru

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## General Statistical Notes To Help Interpret The Tables

1. Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013.
2. Workforce Information is as at 31<sup>st</sup> March 2013.
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 from the 2011 Census.
5. This is the second 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 the South Wales Police and Crime Commissioner. Examples of ways in which this has taken place can be found in Section 11 (Using Equality Data to Make a Difference).
8. All the data published is the latest available at the time of compilation. This means the information is the most accurate and up-to-date information we have. However it does mean that the historic information (2011/12 and earlier) may not match the information published previously.



## Equality Information

### 1. Victims of Crime

#### Victims of Crime by Force and Basic Command Unit (BCU)<sup>6</sup>

##### Crimes

Year	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
2011-12 <sup>7</sup>	17,407	32,497	14,453	22,993	87,350
2012-13 <sup>7</sup>	16,081	31,652	13,752	23,043	84,528
% Change	-7.6%	-2.6%	-4.9%	0.2%	-3.2%

##### Victims\* of Crimes

Year	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
2011-12 <sup>7</sup>	11,767	9,831	22,143	15,181	59,104
2012-13 <sup>7</sup>	10,970	9,290	22,013	15,782	58,244
% Change	-6.8%	-5.5%	-0.6%	4.0%	-1.5%

There are 182 victims in 2011/12 and 189 victims in 2012/13 which are not linked to BCUs but which have been included in the total.

#### Victims of Crime 2012-13<sup>7</sup> - % by Age Group

Age Group	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
<10	0.69%	0.52%	0.63%	0.78%	0.66%
10 - 17	4.73%	3.80%	6.26%	4.87%	4.77%
18 - 24	14.65%	23.48%	14.29%	20.23%	19.68%
25 - 44	41.64%	43.60%	39.47%	39.69%	41.83%
45 - 65	27.75%	22.04%	28.64%	25.01%	26.02%
65+	9.25%	5.31%	9.70%	8.33%	6.82%
Unknown/Not Stated	1.28%	1.26%	1.03%	1.08%	0.23%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

There are 189 victims in 2012/13 which are not linked to BCUs but which have been included in the total.

*\*The number of victims is identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because crimes may be a) victimless b) have victims which are businesses or other organisations or c) victims may not have been categorised as 'aggrieved' on the Force record management system.*

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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**Victims of Crime 2012-13<sup>7</sup> - % by Ethnicity**

<b>Ethnicity</b>	<b>Northern BCU<sup>6</sup></b>	<b>Eastern BCU<sup>6</sup></b>	<b>Central BCU<sup>6</sup></b>	<b>Western BCU<sup>6</sup></b>	<b>South Wales Police</b>
Asian	0.84%	2.85%	0.82%	1.44%	1.76%
Black	0.24%	1.45%	0.44%	0.46%	0.79%
Chinese or Other	0.45%	0.83%	0.33%	0.56%	0.60%
Mixed	0.15%	0.98%	0.37%	0.27%	0.53%
White	51.21%	42.74%	48.57%	47.34%	46.50%
Unknown/Not Stated	47.12%	51.15%	49.47%	49.93%	49.82%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

There are 189 victims in 2012/13 which are not linked to BCUs but which have been included in the total.

**Victims of Crime 2012-13<sup>7</sup> - % by Gender**

<b>Gender</b>	<b>Northern BCU<sup>6</sup></b>	<b>Eastern BCU<sup>6</sup></b>	<b>Central BCU<sup>6</sup></b>	<b>Western BCU<sup>6</sup></b>	<b>South Wales Police</b>
Female	49.21%	49.42%	47.26%	48.96%	45.55%
Male	48.68%	49.61%	51.60%	50.26%	53.50%
Other	0.00%	0.05%	0.09%	0.06%	0.08%
Unknown/Not Stated	2.12%	0.92%	1.05%	0.72%	0.87%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

There are 189 victims in 2012/13 which are not linked to BCUs but which have been included in the total.

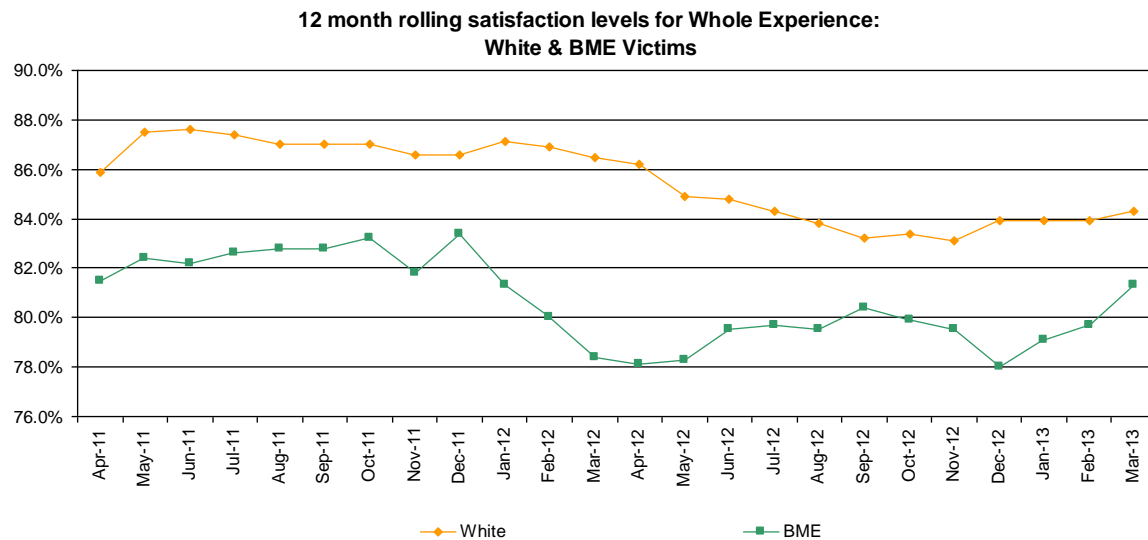
**Victim Satisfaction**

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. In June 2012 the Force took positive action to rectify declining levels of satisfaction in all victims but particularly within the vehicle crime category. Central BCU piloted an innovative new approach from October 2012 stemming from analysis that aimed to improve satisfaction. The pilot proved to be highly successful, resulting in satisfaction levels exceeding any previously recorded in Force. The initiative has subsequently been rolled out across the force area. It is anticipated that significant improvements to satisfaction will be experienced through 2013/14 as this process becomes embedded into core business.

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013



*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 and including that month i.e. the January 2013 data point relates to victim satisfaction for the period February 2012 to January 2013. This enables the underlying trend to be seen by removing the effect of any seasonal fluctuations.*

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

## 2. 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**

Dealing with all aspects of Hate Crime is a key priority for South Wales Police and measures to combat Hate Crime feature prominently in our Annual Plan 2013-2014 and our Strategic Equality Plan 2012-2016.

South Wales Police has a Hate Crime Policy and Hate Crime Guidance which provides clear direction to all South Wales Police Officers and staff on identifying hate crime and outlines responsibilities and procedures when dealing with victims. A training course entitled Identifying and Managing Hate Incidents and Crimes has been delivered to a range of staff which includes Responding Officers, Neighbourhood Officers and Police staff in key roles such as Station Enquiry staff and Public Service Centre staff and Police Community Support Officers. Early intervention when dealing with perpetrators and supporting victims is of paramount importance. A key element of the training has been the emphasis on the importance of recognising the hate aspect of an occurrence and the impact this has not only on the victim and their family but on the wider community, which may lead to a breakdown in community cohesion.

In addition to this the Crown Prosecution Service Wales in partnership with South Wales Police delivered a series of awareness sessions to officers and staff that focused on Bringing Hate Crime Offenders to Justice. The sessions were designed to raise awareness of effective practice for the successful prosecution of hate crimes and the following sessions were included - flagging a crime as a Hate Crime; the evidential test and the public interest test; key hate crime legislation / definitions and considering when S146 may be applicable; special measures for vulnerable and intimidated witnesses; and building hate crime cases for prosecution. Further awareness sessions will be delivered this year.

Through our Neighbourhood Policing structure, community engagement under the control of a Local Policing Inspector is the fundamental principal of how South Wales Police together with our Partner agencies delivers a service to make South Wales Safe. Engagement with minority communities and members is key to this structure.

On a daily basis Neighbourhood Policing Teams interact with community members to tackle prejudice and stereotyping. Hate Crime Officers visit and speak with victims of hate crime offering advice and support.

Supporting victims of hate crime is a fundamental principle. The Officer in Charge (OIC) undertakes a risk assessment with the victim and the result of this assessment can determine the appropriate support. Hate Crime Officers provide specific support working with the OIC and partner agencies. Support measures are wide and varied and are determined by an Action Plan overseen by the Local Policing Inspector and a Basic Command Unit (BCU) Hate Crime Review Group meeting chaired by Senior Management. These meetings allow for close scrutiny of Hate Crime occurrences by senior managers and ensure all required actions are completed.

In addition, South Wales Police are implementing a revised governance structure for dealing with hate crime which will facilitate a complete focus on hate crime matters. In addition to the governance structure, South Wales Police will implement a 3 Year Hate Crime Development Plan which will be reflective of a number of National and Local recommendations.

### **Hate Incidents by Force and Basic Command Unit (BCU) <sup>6</sup>**

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

#### **Racist Incidents**

<b>Year</b>	<b>Northern BCU<sup>6</sup></b>	<b>Eastern BCU<sup>6</sup></b>	<b>Central BCU<sup>6</sup></b>	<b>Western BCU<sup>6</sup></b>	<b>South Wales Police</b>
2011-12 <sup>7</sup>	255	668	200	492	1,615
2012-13 <sup>7</sup>	243	612	156	408	1,419
% Change	-4.7%	-8.4%	-22.0%	-17.1%	-12.1%

#### **Homophobic Incidents**

<b>Year</b>	<b>Northern BCU<sup>6</sup></b>	<b>Eastern BCU<sup>6</sup></b>	<b>Central BCU<sup>6</sup></b>	<b>Western BCU<sup>6</sup></b>	<b>South Wales Police</b>
2011-12 <sup>7</sup>	67	113	55	115	350
2012-13 <sup>7</sup>	63	97	40	91	291
% Change	-5.9%	-14.2%	-27.3%	-20.9%	-16.9%

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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### Faith Hate Incidents

Year	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
2011-12 <sup>7</sup>	6	35	13	27	81
2012-13 <sup>7</sup>	5	22	2	17	46
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
2011-12 <sup>7</sup>	56	67	69	147	339
2012-13 <sup>7</sup>	62	45	44	112	263
% Change	10.7%	-32.8%	-36.2%	-23.8%	-22.4%

### Transphobic Incidents

Year	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
2011-12 <sup>7</sup>	1	22	10	15	48
2012-13 <sup>7</sup>	8	11	7	9	35
Percentage Changes are not shown due to the small numbers involved					

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

### Hate Crimes

The following hate related incidents met the Home Office Counting Rules definition of a criminal offence.

### Hate Crimes

Offence Group	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>	% Change
Violence against the person	724	795	9.8%
Sexual offence	7	2	*

Robbery	9	7	*
Burglary of dwelling	5	4	*
Burglary of other premises	5	4	*
Theft of motor vehicle	1	2	*
Theft from motor vehicle	5	4	*
Other theft	28	24	*
Fraud or forgery	3	5	*
Criminal damage	174	167	-4.0%
Other drugs offence	2	1	*
Other notifiable offences	9	4	*
Total	972	1,019	4.8%

*\*The data is not broken down to BCU level owing to small numbers in most categories*

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<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

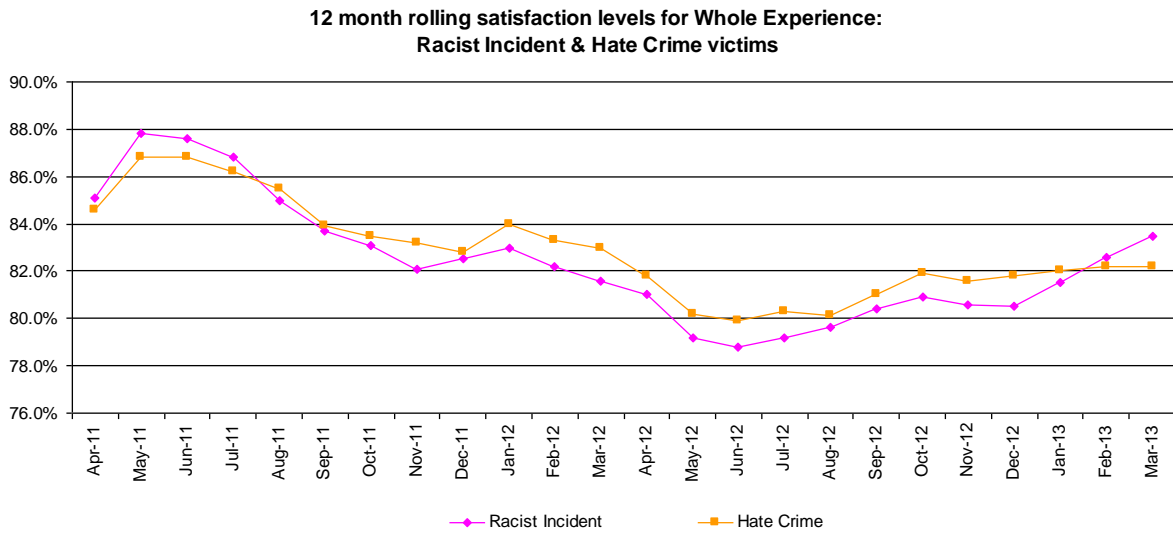
## Victim Satisfaction Levels

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.

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## 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 and including that month i.e. the January 2013 data point relates to victim satisfaction for the period February 2012 to January 2013. This enables the underlying trend to be seen by removing the effect of any seasonal fluctuations.*



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### 3. Domestic Abuse

The definition of domestic abuse changed in April 2013 and now identifies that:

***“Domestic Abuse is any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over, who are or have been intimate partners or family members regardless of gender or sexuality”.***

This can encompass, but is not limited to, the following types of abuse: *“Psychological, Physical, Sexual, Financial and Emotional”.*

Controlling behaviour is defined as: *“A range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour”.*

Coercive behaviour is defined as: *“An act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim”.*

Family members are defined as: *“Mother, father, son, daughter, brother, sister and grandparents, whether directly related, in-laws or step family”.*

This definition, which is not a legal definition, includes 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

Within South Wales Police, in 2012, 8 specialist support staff were appointed to new posts created within our Public Protection Referral Units to risk assess domestic abuse incidents. Their training included sessions on male victims of domestic abuse, honour based violence, forced marriage and FGM so that they could be alert to indicators of this type of abuse. The sessions were delivered by experts working with these victims within our local area, who provided valuable knowledge and professional experience. Risk assessors also share information with partner agencies where appropriate to support victims and safety plan according to their specific needs.

In May 2013, South Wales Police jointly with Dyfed Powys Police co-ordinated and funded Multi-Agency Risk Assessment Conference (MARAC) training which was delivered to MARAC Chairs and deputies across both forces.

During the summer of 2013 South Wales Police will also deliver public protection training to all frontline officers and staff working in the public service centre, which will include training in relation to domestic abuse.

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## Domestic Abuse Incidents and Crimes

### Domestic Abuse Incidents by Force and Basic Command Unit (BCU) <sup>6</sup>

Year	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
2011-12 <sup>7</sup>	7,084	7,175	5,698	8,196	28,153
2012-13 <sup>7</sup>	7,299	7,274	4,915	8,049	27,537
% Change	3.0%	1.4%	-13.7%	-1.8%	-2.2%

The following domestic abuse incidents met the Home Office Counting Rules definition of a criminal offence.

### Domestic Crimes

Year	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
2011-12 <sup>7</sup>	1,490	1,475	1,272	1,496	5,733
2012-13 <sup>7</sup>	1,667	1,934	1,176	1,811	6,588
% Change	11.9%	31.1%	-7.5%	21.1%	14.9%

### Victims of Domestic Crime 2012-13<sup>7</sup> - % by Age Group\*

Age Group	Northern BCU <sup>6</sup>	Eastern BCU <sup>6</sup>	Central BCU <sup>6</sup>	Western BCU <sup>6</sup>	South Wales Police
18 - 24	21.1%	29.5%	26.6%	24.3%	25.5%
25 - 44	53.2%	46.8%	46.7%	49.0%	49.0%
45 - 65	16.3%	15.7%	17.9%	17.9%	16.8%
65+	2.7%	1.2%	2.0%	2.1%	2.0%
Unknown/Not Stated	6.6%	6.8%	6.9%	6.7%	6.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

There are 17 victims in 2012-13 which were unassigned to BCUs and are included in the total numbers.

\*There are no figures for 16-17 year olds because the definition of 'domestic abuse' has only recently been changed to include them. Future publications will include this category.

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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**Victims of Domestic Crime 2012-13<sup>7</sup> - % by Ethnicity**

<b>Ethnicity</b>	<b>Northern BCU<sup>6</sup></b>	<b>Eastern BCU<sup>6</sup></b>	<b>Central BCU<sup>6</sup></b>	<b>Western BCU<sup>6</sup></b>	<b>South Wales Police</b>
Asian	0.2%	2.6%	0.2%	0.6%	1.0%
Black	0.1%	2.3%	0.4%	0.3%	0.9%
Chinese or Other	0.1%	0.6%	0.3%	0.5%	0.4%
Mixed	0.2%	1.5%	0.6%	0.3%	0.7%
White	62.7%	54.8%	60.7%	55.5%	58.0%
Unknown/Not Stated	36.7%	38.2%	37.9%	42.8%	39.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

There are 17 victims in 2012-13 which were unassigned to BCUs and are included in the total numbers.

**Victims of Domestic Crime 2012-13<sup>7</sup> - % by Gender**

<b>Gender</b>	<b>Northern BCU<sup>6</sup></b>	<b>Eastern BCU<sup>6</sup></b>	<b>Central BCU<sup>6</sup></b>	<b>Western BCU<sup>6</sup></b>	<b>South Wales Police</b>
Female	80.9%	81.7%	79.8%	79.0%	80.5%
Male	18.6%	18.0%	19.6%	20.7%	19.1%
Other	0.1%	0.1%	0.1%	0.1%	0.1%
Unknown/Not Stated	0.5%	0.3%	0.5%	0.2%	0.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

**Forced Marriage and Honour Based Violence**

South Wales Police has specialist staff that are available to assist victims of Honour Based Violence and Forced Marriage (HBV/FM) but in a diverse, multi-cultural and expanding population there has been a need to review the number of Honour Violence and Forced Marriage (HBV/FM) cases and how best to ensure an effective and efficient service to the public.

Consequently, South Wales Police has undertaken a significant programme for change under 'Reform', which has created a platform for continuous improvement, enabled us to meet the challenges to service provision based on demand and achieve the Force vision of being the best at understanding and responding to the needs of the communities of South Wales.

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

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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In the last year, two significant steps have been taken by South Wales Police to meet these objectives and improve the service provision to victims of HBV/FM:

The first of these has been the deployment of its specialist HBV/FM officers to each of its Basic Command Units (BCUs) in order to work in the heart of the communities of South Wales, more closely with members of the public.

Secondly, coupled with this redeployment of personnel, South Wales Police is working on the development of a HBV/FM training course which will focus on the unique requirements of victims and will be delivered to appropriate officers. This will increase the number of locally based, specialist officers capable of dealing with cases of HBV/FM thereby enhancing the service provision to victims.

#### **Honour Based Incidents**

<b>Year</b>	<b>Honour Based Incidents</b>
2011-12 <sup>7</sup>	41
2012-13 <sup>7</sup>	53
% Change	17.4%

*Note: 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) and these include Forced Marriage or threat of Forced Marriage.*

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<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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## 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.

In July 2012, SWP completed the issue of mobile data devices to all its patrol officers, enabling 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 transition to mobile recording of stop search, whilst reducing bureaucracy and improving efficiency has resulted in temporary worsening of data quality as all officers across the force undergo training and as new processes for quality assurance are embedded into core police business. All these issues are being managed through the stop search board.

The following tables show numbers of stop searches from April 2011 to March 2013. The Force continues to make progress in data collection, recording, access and best practice in the implementation of stop search powers.

## Stop Searches - Age Group

Age Group	Numbers of Stop Searches		Stop Searches per 1000 Population by Age Group	
	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>
10 to 17	3,446	2,267	28.7	18.9
18 to 24	5,156	4,149	36.4	29.3
25 to 44	4,796	4,681	14.1	13.8
45 to 64	642	687	2.0	2.1
65 +	29	28	0.1	0.1
All	14,263	11,943	11.1	9.3

Note: there were 1,296 stop searches in 2012-13 which had unknown ethnicity and which are not included. The reason for the increase in unknown stop searches in 2012-13 is due to the temporary impact on data quality and collection of the transition to mobile data recording.

## Stop Searches - Ethnicity

Ethnicity	Numbers of Stop Searches		Stop Searches per 1000 Population by Ethnicity	
	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>
Asian or Asian British	344	237	7.8	5.4
Black or Black British	441	267	34.6	21.0
Chinese or Other Ethnic	41	70	3.9	6.7
Mixed	194	145	10.9	8.2
Total Black Minority Ethnic	1020	719	12.0	8.4
White	12,921	9,360	10.8	7.8
Not Stated	322	568	N/A	N/A
All	14,263	11,943	11.1	9.3

Note: there were 1,296 stop searches in 2012-13 which had unknown ethnicity and which are not included. The reason for the increase in unknown stop searches in 2012-13 is due to the temporary impact on data quality and collection of the transition to mobile data recording.

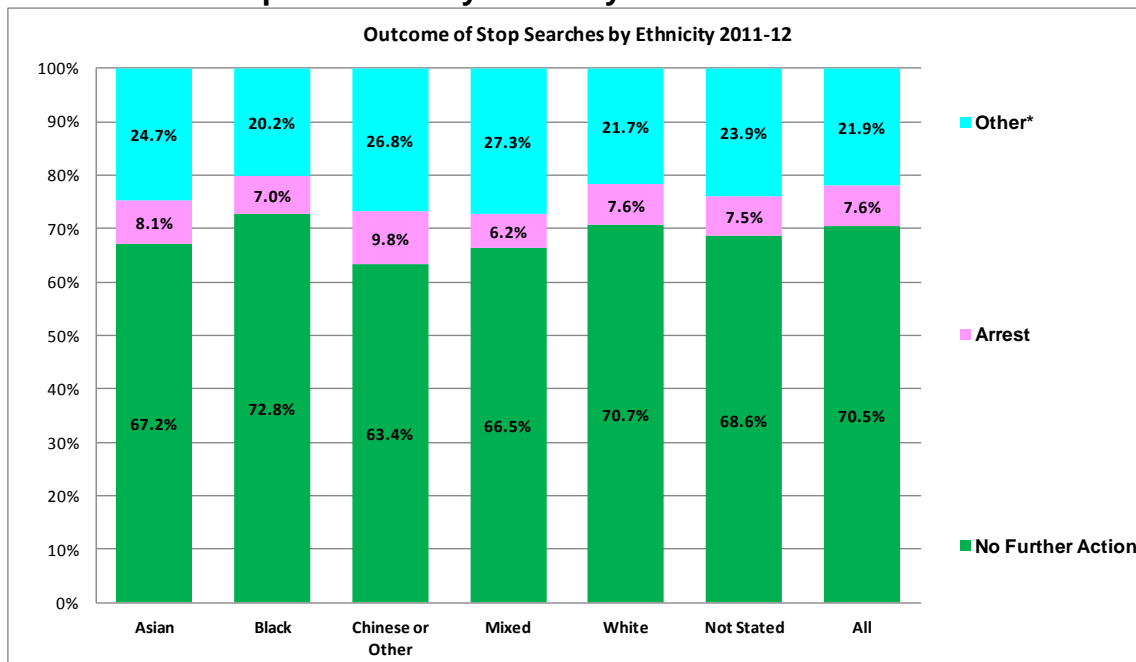
## Stop Searches - Gender

Gender	Numbers of Stop Searches		Stop Searches per 1000 Population by Ethnicity	
	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>	2011-12 <sup>7</sup>	2012-13 <sup>7</sup>
Females	1,372	1,105	2.1	1.7
Males	12,855	10,711	20.4	17.0
All	14,263	11,943	11.1	9.3

Note: There were 36 and 127 searches in 2011-12 and 2012-13 respectively which had unknown gender and which are not included. The reason for the increase in unknown stop searches 2012-13 is due to the temporary impact on data quality and collection of the transition to mobile data recording

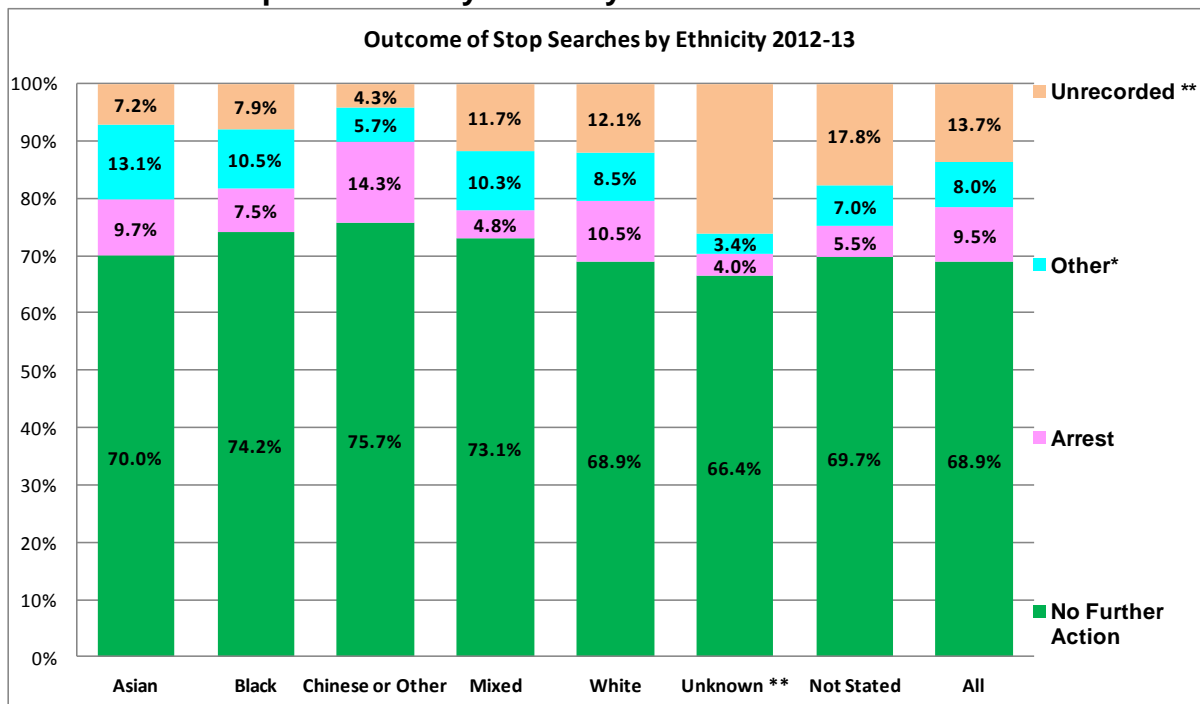
<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

## Outcomes of Stop Searches by Ethnicity 2011-12<sup>7</sup>



\* Other includes outcomes such as cannabis warnings, fixed penalty notices, penalty notice for disorder, verbal advice, reported for summons

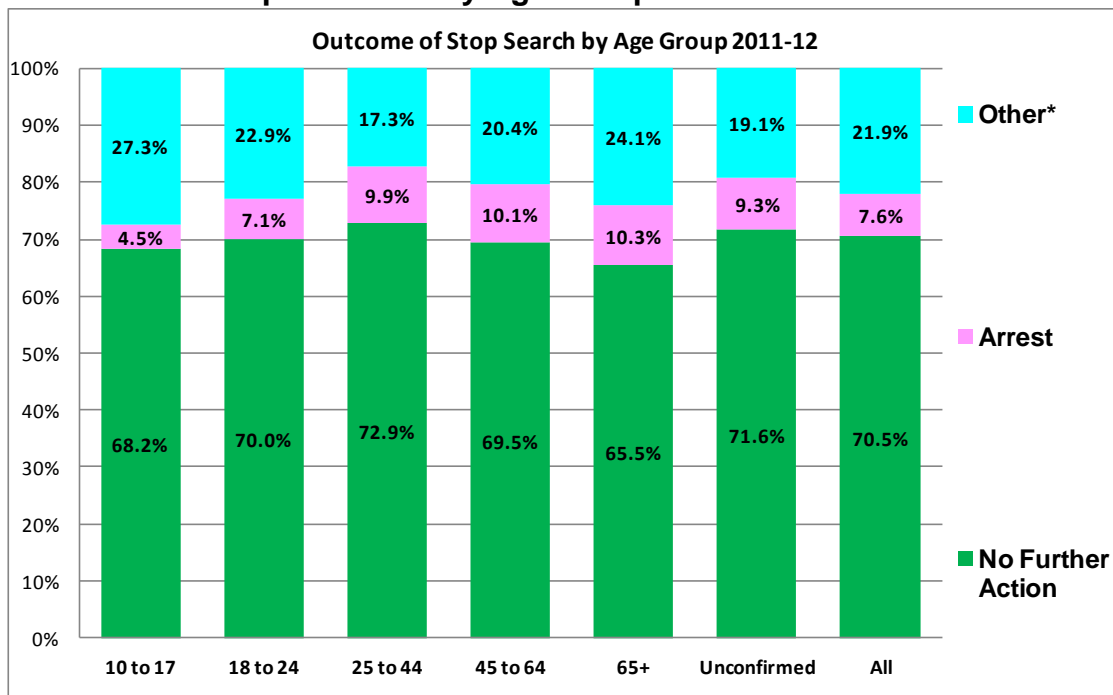
## Outcomes of Stop Searches by Ethnicity 2012-13<sup>7</sup>



\*\*Data quality has been impacted as a result of the transition to mobile electronic recording of stop searches.

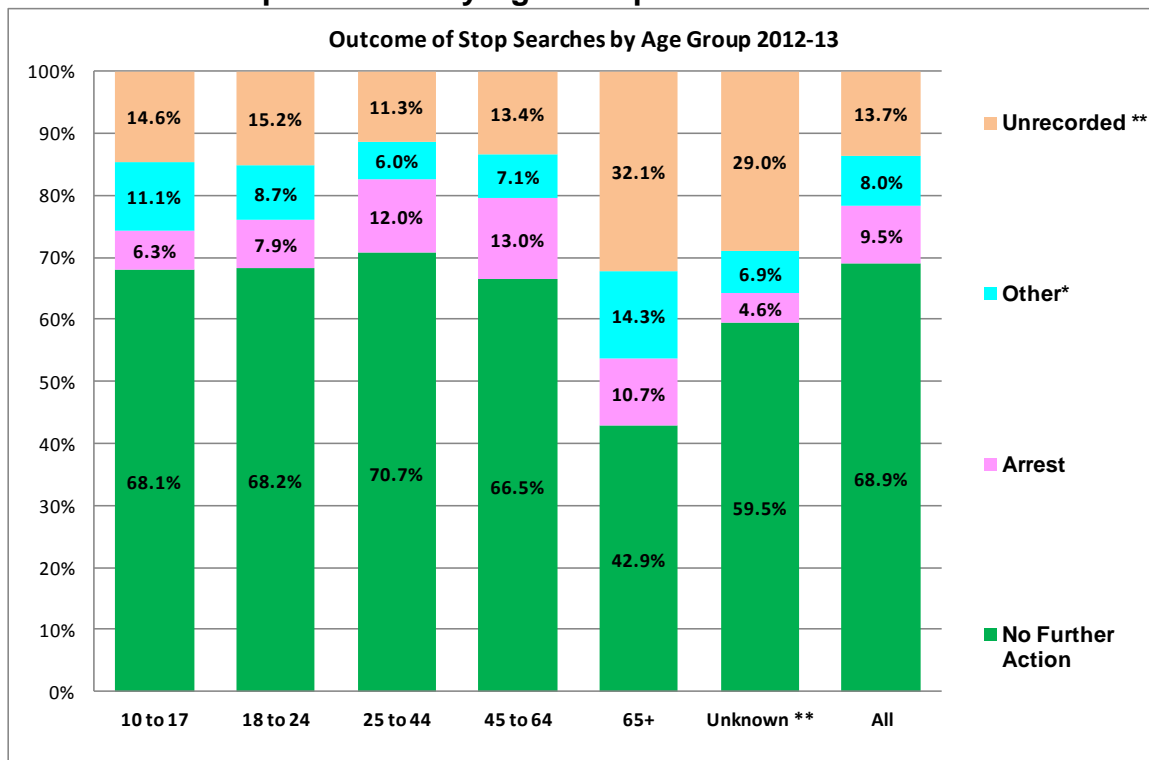
<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

## Outcomes of Stop Searches by Age Group 2011-12<sup>7</sup>



\* Other includes outcomes such as cannabis warnings, fixed penalty notices, penalty notice for disorder, verbal advice, reported for summons

## Outcomes of Stop Searches by Age Group 2012-13<sup>7</sup>



\*Data quality has been impacted as a result of the transition to mobile electronic recording of stop searches.

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013



## 5.Complaints

### Recorded Complaints by the Public Against South Wales Police Employees

#### Number of Complaints

Year	Number of Recorded Complaints
2011-12 <sup>7</sup>	648
2012-13 <sup>7</sup>	629
% Change	-3.0%

#### Outcomes of Complaint Cases\*

Year	Administrative Process**	FINALISATION MEANS				Total
		Informal (Local) Resolution ***	Upheld	Not Upheld	Withdrawn	
2011-12	87	182	15	138	172	594
2012-13	54	161	11	150	196	572

\*differs from data published previously in that this table provides details of all Finalised Cases during the period, whereas previously it was a "status picture" of all those recorded during the period.

\*\*includes Dispensation, Discontinuance & De-Recording process

\*\*\*includes Local Resolutions conducted by Professional Standards Department and Basic Command Unit

<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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## Percentage Distribution Across Finalisation Outcomes of Complaints

Year	Administrative Process	FINALISATION MEANS				Total
		Informal (Local) Resolution	Upheld	Not Upheld	Withdrawn	
2012/13	14.6%	30.6%	2.5%	23.2%	29.0%	100.0%

### Complainants 2012-2013<sup>7</sup> - % by Age

Age Group	% of all Complainants
0-19	3.3%
20-29	13.1%
30-39	11.2%
40-49	13.5%
50-59	7.9%
60-64	3.0%
65+	3.9%
Not Stated	44.1%

### Complainants 2012-2013<sup>7</sup> - % by Disability

Disability Status	% of all Complainants
Disabled	9.4%
Not Disabled	26.9%
Unknown/Not Stated	59.8%
Other	2.0%
Prefer not to say	1.9%

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<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2011 to 31st March 2012

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**Complainants 2012-2013<sup>7</sup> -% by Ethnic Origin**

<b>Ethnic Origin</b>	<b>% of all Complainants</b>
Asian	1.6%
Black	2.2%
Other	2.0%
Unknown	45.2%
White	49.0%

**Complainants 2012-2013<sup>7</sup> - % by Gender**

<b>Gender</b>	<b>% of all Complainants</b>
Female	34.8%
Male	64.3%
Other	0.2%
Transgender	0.2%
Not Stated	0.6%

**Complainants 2012-2013<sup>7</sup> - % by Religion**

<b>Religion</b>	<b>% of all Complainants</b>
Atheist	0.2%
Buddhist	0.5%
Christian	17.5%
Church of England	2.0%
Church of Wales	0.3%
Hindu	0.3%
Islamic/Muslim	1.7%
Jewish	0.2%
None (Agnostic)	11.0%
Not Stated	57.8%
Other	0.6%
Prefer not to say	5.2%
Roman Catholic	2.7%

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<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

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**Complainants 2012-2013<sup>7</sup> - % by Sexual Orientation**

<b>Sexual Orientation</b>	<b>% of all Complainants</b>
Bisexual	0.9%
Gay/Lesbian	2.2%
Heterosexual	37.6%
Not Stated	55.0%
Prefer not to say	4.3%

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<sup>7</sup> Service Delivery Information is provided for fiscal years, e.g. 2012-13 refers to the period from 1st April 2012 to 31st March 2013

## 6. Workforce Information

### South Wales Police Workforce Information at 31st March 2013

South Wales Police Workforce	Number of Employees
Police Staff	1,762
Police Community Support Officers (PCSOs)	435
Police Officers	2,907
<b>All</b>	<b>5,104</b>

### South Wales Police Workforce at 31st March 2013 - Age

#### Police Staff\*

Age Group	% of all Police Staff
18 to 24	3.3%
25 to 44	47.3%
45 to 64	49.1%
65 +	0.3%
<b>All</b>	<b>100.0%</b>

\* Employees who are not police officers or PCSOs

#### Police Community Support Officers (PCSOs)

Age Group	% of all PCSOs
18 to 24	16.6%
25 to 44	69.2%
45 to 64	14.0%
65 +	0.2%
<b>All</b>	<b>100.0%</b>

#### Police Officers

Age Group	% of all Police Officers
18 to 24	0.8%
25 to 44	67.1%
45 to 64	32.1%
65 +	0.0%
<b>All</b>	<b>100.0%</b>

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## South Wales Police Workforce at 31st March 2013 - Disability

### Police Staff

Disability Status	% of all Police Staff
Disabled	3.6%
Non-disabled	76.2%
Unknown/Not Stated	18.4%
Prefer not to say	1.8%
All	100.0%

*\* Employees who are not police officers or PCSOs*

### Police Community Support Officers (PCSOs)

Disability Status	% of all PCSOs
Disabled	2.5%
Non-disabled	88.1%
Unknown/Not Stated	9.2%
Prefer not to say	0.2%
All	100.0%

### Police Officers

Disability Status	% of all Police Officers
Disabled	1.7%
Not Disabled	93.6%
Unknown/Not Stated	4.1%
Prefer not to say	0.6%
All	100.0%

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## South Wales Police Workforce at 31st March 2013 - Ethnicity

### Police Staff\*

Ethnic Origin	% of all Police Staff
Asian	0.5%
Black	0.2%
Chinese or Other Ethnic	0.1%
Mixed	0.2%
Not Stated	1.3%
White	97.7%
All	100.0%

\* Employees who are not police officers or PCSOs

### Police Community Support Officers (PCSOs)

Ethnic Origin	% of all PCSOs
Asian	0.7%
Black	0.2%
Chinese or Other Ethnic	0.0%
Mixed	0.5%
Not Stated	0.2%
White	98.4%
All	100.0%

### Police Officers

Ethnic Origin	% of all Police Officers
Asian	0.5%
Black	0.2%
Chinese or Other Ethnic	0.3%
Mixed	1.2%
Not Stated	1.0%
White	96.8%
All	100.0%

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## South Wales Police Workforce at 31st March 2013 - Religion

### Police Staff\*

Religion	% of all Police Staff
Buddhist	0.1%
Christian	58.2%
Hindu	0.1%
Jewish	0.2%
Muslim	0.3%
Sikh	0.1%
Other	3.3%
None	22.8%
Prefer not to say	6.3%
Unknown/Not Stated	8.9%
All	100.0%

\* Employees who are not police officers or PCSOs

### Police Community Support Officers

Religion	% of all PCSOs
Buddhist	0.0%
Christian	49.9%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.5%
Other	3.0%
None	41.4%
Prefer not to say	1.9%
Unknown/Not Stated	3.5%
All	100.0%

### Police Officers

Religion	% of Police Officers
Buddhist	0.2%
Christian	56.6%
Hindu	0.1%
Jewish	0.1%
Muslim	0.3%
Sikh	0.1%
Other	3.5%
None	26.4%
Prefer not to say	10.5%
Unknown	2.2%
All	100.0%



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## South Wales Police Workforce at 31st March 2013 - Gender

### Police Staff\*

Gender	% of all Police Staff
Female	62.5%
Male	37.5%
Other	0.0%
All	100.0%

\* *Employees who are not police officers or PCSOs*

### Police Community Support Officers

Gender	% of all PCSOs
Female	41.6%
Male	58.4%
Other	0.0%
All	100.0%

### Police Officers

Gender	% of all Police Officers
Female	27.5%
Male	72.5%
Other	0.0%
All	100.0%

---

## South Wales Police Workforce at 31st March 2013 – Sexual Orientation

### Police Staff

Sexual Orientation	% of all Police Staff
Bisexual	0.5%
Gay/Lesbian	0.9%
Heterosexual	83.1%
Not Stated	6.8%
Prefer not to say	8.7%
All	100.0%

*\* Employees who are not police officers or PCSOs*

### Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSOs
Bisexual	0.7%
Gay/Lesbian	2.8%
Heterosexual	89.7%
Not Stated	3.9%
Prefer not to say	3.0%
All	100.0%

### Police Officers

Sexual Orientation	% of all Police Officers
Bisexual	0.4%
Gay/Lesbian	1.4%
Heterosexual	87.9%
Not Stated	1.6%
Prefer not to say	8.7%
All	100.0%

## South Wales Police Workforce at 31st March 2013 – Transgender

### All Employees\*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	46.3%
Yes	0.1%
Prefer not to say	3.0%
Not Stated	50.7%
All	100.0%

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

## South Wales Police Workforce Leavers 1<sup>st</sup> April 2012 – 31st March 2013

### South Wales Police Workforce Leavers- Age

#### Police Staff \*

Age Group	End of Temporary Contract	Gross Misconduct	Redundancy	Death-While Active	Health Related Retirement<30yr Service	Resignation	Retirement	Voluntary Early Retirement	Total
18-24	0	0	0	0	0	13	0	0	13
25-44	1	2	0	0	2	63	0	0	68
45-64	0	1	1	1	0	25	3	1	32
65+	0	0	0	0	0	0	2	0	2
All	1	3	1	1	2	101	5	1	115

\* Employees who are not police officers or PCSOs

#### Police Community Support Officers (PCSOs)

Age Group	Unsuitable on Probation	Resignation	Total
18-24	0	3	3
25-44	1	20	21
45-64	0	0	0
65+	0	0	0
All	1	23	24

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**Police Officers**

Age Group	Gross Misconduct	Unsuitable on Probation	Death-While Active	Health Related Retirement<30yr Service	Resignation	Resignation from 30+	Retirement	Retirement - Regulation A19	Transfer to Home Office or Other Force	Total
18-24	0	0	0	0	0	0	0	0	0	0
25-44	1	1	0	4	22	0	0	0	2	30
45-64	0	0	2	5	5	1	70	7	0	90
65+	0	0	0	0	0	0	0	0	0	0
All	1	1	2	9	27	1	70	7	2	120

## South Wales Police Workforce Leavers 1<sup>st</sup> April 2011 – 31st March 2013

### South Wales Police Workforce Leavers - Ethnicity

#### Police Staff\*

Ethnicity	End of Temporary Contract	Gross Misconduct	Redundancy	Death-While Active	Health Related Retirement<30yr Service	Resignation	Retirement	Voluntary Early Retirement	Total
Asian	0	0	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0	0	0
Mixed	0	0	0	0	0	0	0	0	0
White	1	3	1	1	2	100	4	1	113
Not stated	0	0	0	0	0	1	1	0	2
Unknown	0	0	0	0	0	0	0	0	0
All	1	3	1	1	2	101	5	1	115

\* Employees who are not police officers or PCSOs

#### Police Community Support Officers (PCSOs)

Ethnicity	Unsuitable on Probation	Resignation	Total
Asian	0	0	0
Black	0	0	0
Chinese or Other Ethnic	0	0	0
Mixed	0	0	0
White	1	23	24
Not stated	0	0	0
Unknown	0	0	0
All	1	23	24

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**Police officers**

<b>Ethnicity</b>	<b>Gross Misconduct</b>	<b>Unsuitable on Probation</b>	<b>Death-While Active</b>	<b>Health Related Retirement &lt;30yr Service</b>	<b>Resignation</b>	<b>Resignation from 30+</b>	<b>Retirement</b>	<b>Retirement – Regulation A19</b>	<b>Trans to HO Force</b>	<b>Total</b>
Asian	0	0	0	0	0	0	1	0	0	1
Black	0	0	0	0	1	0	0	0	0	1
Chinese or Other Ethnic	0	0	0	0	0	0	0	0	0	0
Mixed	0	0	0	0	1	0	0	0	0	1
White	1	1	2	9	25	1	69	7	2	117
Not stated	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0
All	1	1	2	9	27	1	70	7	2	120

## South Wales Police Workforce Leavers 1<sup>st</sup> April 2011 – 31st March 2013

### South Wales Police Workforce Leavers - Gender

#### Police Staff\*

Gender	End of Temporary Contract	Gross Misconduct	Redundancy	Death-While Active	Health Related Retirement <30yr Service	Resignation	Retirement	Voluntary Early Retirement	Total
Male	0	2	0	1	0	45	2	0	50
Female	1	1	1	0	2	56	3	1	65
Other	0	0	0	0	0	0	0	0	0
All	1	3	1	1	2	101	5	1	115

\* Employees who are not police officers or PCSOs

#### Police Community Support Officers (PCSOs)

Gender	Unsuitable on Probation	Resignation	Total
Male	1	14	15
Female	0	9	9
Other	0	0	0
All	1	23	24

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**Police Officers**

<b>Gender</b>	<b>Gross Misconduct</b>	<b>Unsuitable on Probation</b>	<b>Death-While Active</b>	<b>Health Related Retirement&lt;30yr Service</b>	<b>Resignation</b>	<b>Resignation from 30+</b>	<b>Retirement</b>	<b>Retirement - Regulation A19</b>	<b>Trans to HO Force</b>	<b>Total</b>
Male	1	1	2	5	19	1	65	7	1	102
Female	0	0	0	4	8	0	5	0	1	18
Other	0	0	0	0	0	0	0	0	0	0
All	1	1	2	9	27	1	70	7	2	120



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**South Wales Police Workforce 1<sup>st</sup> April 2012 – 31st March 2013**

**Flexible Working Applications**

<b>Year</b>	<b>Number of Applications</b>
2012-13	178

**Flexible Working Applications – Age**

**Police Staff\***

<b>Age</b>	<b>Number of Applications Received</b>	<b>% of Applicants</b>	<b>Number of Applications Approved</b>	<b>% of Applicants</b>
18-24	1	1.1%	1	1.1%
25-44	61	64.2%	61	64.2%
45-64	33	34.7%	33	34.7%
65+	0	0.0%	0	0.0%
<b>Total</b>	<b>95</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>

*\* Employees who are not police officers or PCSOs*

**Police Community Support Officers (PCSOs)**

<b>Age</b>	<b>Number of Applications Received</b>	<b>% of Applicants</b>	<b>Number of Applications Approved</b>	<b>% of Applicants</b>
18-24	0	0.0%	0	0.0%
25-44	9	100.0%	9	100.0%
45-64	0	0.0%	0	0.0%
65+	0	0.0%	0	0.0%
<b>Total</b>	<b>9</b>	<b>100.0%</b>	<b>9</b>	<b>100.0%</b>

**Police Officers**

<b>Age</b>	<b>Number of Applications Received</b>	<b>% of Applicants</b>	<b>Number of Applications Approved</b>	<b>% of Applicants</b>
18-24	0	0.0%	0	0.0%
25-44	66	89.2%	65	2.2%
45-64	8	10.8%	8	0.2%
65+	0	0.0%	0	0.0%
<b>Total</b>	<b>74</b>	<b>100.0%</b>	<b>73</b>	<b>100.0%</b>

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## Flexible Working Applications – Disability

### Police Staff\*

Disability Status	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Disabled	4	4.2%	4	4.2%
Not Disabled	68	71.6%	68	71.6%
Not stated	23	24.2%	23	24.2%
Total	95	100.0%	95	100.0%

\* Employees who are not police officers or PCSOs

### Police Community Support Officers (PCSOs)

Disability Status	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Disabled	1	11.1%	1	11.1%
Not Disabled	5	55.6%	5	55.6%
Not stated	3	33.3%	3	33.3%
Total	9	100.0%	9	100.0%

### Police Officers

Disability Status	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Disabled	1	1.4%	1	1.4%
Not Disabled	64	86.5%	63	86.3%
Not stated	9	12.2%	9	12.3%
Total	74	100.0%	73	100.0%

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## Flexible Working Applications – Gender

### Police Staff\*

Gender	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Male	20	21.1%	20	21.1%
Female	75	78.9%	75	78.9%
Other	0	0.0%	0	0.0%
Total	95	100.0%	95	100.0%

### Police Community Support Officers (PCSOs)

Gender	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Male	0	0.0%	0	0.0%
Female	9	100.0%	9	100.0%
Other	0	0.0%	0	0.0%
Total	9	100.0%	9	100.0%

\* Employees who are not police officers or PCSOs

### Police Officers

Gender	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Male	9	12.2%	8	12.2%
Female	65	87.8%	65	87.8%
Other	0	0.0%	0	0.0%
Total	74	100.0%	73	100.0%

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## Flexible Working Applications – Sexual Orientation

### Police Staff

Sexual Orientation	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Gay/Lesbian	0	0%	0	0%
Heterosexual	72	75.8%	72	75.8%
Not Stated	10	10.5%	10	10.5%
Prefer not to say	13	13.7%	13	13.7%
Total	95	100.0%	95	100.0%

### Police Community Support Officers (PCSOs)

Sexual Orientation	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Gay/Lesbian	0	56%	0	56%
Heterosexual	5	33%	5	33%
Not Stated	3	11%	3	11%
Prefer not to say	1	100%	1	100%
Total	9	56%	9	56%

### Police Officers

Sexual Orientation	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Gay/Lesbian	1	1.4%	1	1.4%
Heterosexual	65	87.8%	64	87.7%
Not Stated	3	4.1%	3	4.1%
Prefer not to say	5	6.8%	5	6.8%
Total	74	100.0%	73	100.0%

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## Flexible Working Applications – Religion

### Police Staff

Religion	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Christian	43	45.3%	43	45.3%
Buddhist	1	1.1%	1	1.1%
Sikh	0	0.0%	0	0.0%
Other	4	4.2%	4	4.2%
None	23	24.2%	23	24.2%
Prefer not to say	10	10.5%	10	10.5%
Not stated	14	14.7%	14	14.7%
Total	95	100.0%	95	100.0%

### Police Community Support Officers (PCSOs)

Religion	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Christian	3	33.3%	3	33.3%
Buddhist	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%
None	1	11.1%	1	11.1%
Prefer not to say	2	22.2%	2	22.2%
Not stated	3	33.3%	3	33.3%
Total	9	100.0%	9	100.0%

### Police Officers

Religion	Number of Applications Received	% of Applicants	Number of Applications Approved	% of Applicants
Christian	39	52.7%	38	52.1%
Buddhist	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%
Other	3	4.1%	3	4.1%
None	21	28.4%	21	28.8%
Prefer not to say	5	6.8%	5	6.9%
Not stated	6	8.1%	6	8.2%
Total	74	100.0%	73	100.00%

## 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	43	45.3%	43	45.3%
Welsh level 1	19	20.0%	19	20.0%
Welsh level 2	2	2.1%	2	2.1%
Welsh level 3	2	2.1%	2	2.1%
Welsh level 4	0	0.0%	0	0.0%
Welsh level 5	3	3.2%	3	3.2%
Welsh No Skill	26	27.4%	26	27.4%
Total	95	100.0%	95	100.0%

\* 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	5	55.6%	5	55.6%
Welsh level 1	0	0.0%	0	0.0%
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	4	44.4%	4	44.4%
Total	9	100.0%	9	100.0%

### Police Officers

Welsh Language	Number of Applications Received	% of Police Officers	Number of Applications Approved	% of Police Officers
Not stated	3	4.1%	3	4.1%
Welsh level 1	11	14.9%	11	15.1%
Welsh level 2	2	2.7%	2	2.7%
Welsh level 3	1	1.4%	1	1.4%
Welsh level 4	2	2.7%	2	2.7%
Welsh level 5	0	0.0%	0	0.0%
Welsh No Skill	55	74.3%	54	74.0%
Total	74	100.0%	73	100.0%

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## South Wales Police Workforce 1<sup>st</sup> April 2012 – 31<sup>st</sup> March 2013

### Grievances Raised

#### Police Staff\*

Category	Number of Grievances raised	% of all Police Staff
Age Discrimination Grievances Raised	0	0.0%
Gender Discrimination Grievances Raised	0	0.0%
Disability Discrimination Grievances Raised	0	0.0%
Bullying Grievances Raised	4	28.6%
Other Category for Grievances i.e. Application of Policy	10	71.4%
Total Grievances Raised	14	100.0%

\* 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	0	0.0%
Disability Discrimination Grievances Raised	0	0.0%
Bullying Grievances Raised	2	22.2%
Other Category for Grievances i.e. Application of Policy	7	77.8%
Total Grievances Raised	9	100.0%

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## 7. 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, Stonewall (*A guide to managing LGB staff*), Hate Crime Prosecutors, Leadership and People (*formerly known as Managing Diversity*) and the Positive Action Leadership Programme, tailored for under represented staff in the Organisation. Other Diversity themed packages outlined also include Equality Impact Assessment, 'Being a Leader' course (*which includes an integrated Diversity Day for Sergeants, Team leaders and aspiring leaders*), Initial Training for PCSOs and Police Officers and a Policing Complex Communities Course.

### Bringing Hate Crime Offenders to Justice

A Collaborative input delivered by Justice & Partnerships Department of South Wales Police and the Crown Prosecution Service, that focuses on building on the Identifying and Managing Hate Crime Courses that were delivered during 2010 / 2011. The 90 minute sessions are designed to raise awareness of effective practice for the successful prosecution of hate crimes. The programme includes learning outcomes such as, flagging a crime as a Hate Crime, the evidential test and the public interest test, key hate crime legislation and considering when S146 may be applicable, special measures for vulnerable/intimidated witnesses and building hate crime cases for prosecution.

### Leadership and People (*Formerly known as Managing Diversity*)

Leadership and People 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.

### Stonewall (A Guide to Managing LGB staff)

This Two hour input is specifically tailored for Inspectors, Sergeants and Police Staff equivalents. The aim of the input is to raise Supervisors and Managers awareness around key issues for gay and bisexual staff in the workplace, such as coming out, bullying and harassment stereotypes and assumptions and personal development. Learning outcomes for supervisors include: legislation and best practice, what constitutes bullying and how managers can support their gay and bisexual staff.

### Positive Action Leadership Programme (Collaboration of Southern Welsh Forces)

The above programme is aimed at members of groups that are under-represented in the police service up to and including the rank of Inspector and police staff grade equivalent. This is the first inclusive, positive action, initiative to be made available to all officers and police staff from under-represented groups as part of a collaboration between the Southern Welsh Forces. Modules included in this input are *Positive Action, Self awareness and Personal Leadership, Personal Leadership and Branding, Communication, Assertiveness and Influencing, Mentoring, Coaching and Networking, Action Learning and Next Steps and Career Development*. The programme also includes the opportunity for attendees to establish their Myers Briggs Type Indicator, and to



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embark on a coaching taster session, that attendees can choose to extend, if they so wish.

#### Policing Complex Communities

This is 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.

#### Initial Police Learning and PCSOs (*integrated Diversity 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, the benefits of diversity in the work place/community, the needs of individual and preferred communication styles, values and beliefs, the effect of inequality and discrimination and equality legislation. PCSOs and student officers have an in depth input on models such as Massey's, Allports, Withdraw, Acquiesce and Resist, Basic Assumptions, Ethnocentrism Paradigm of Prejudice and Scaling and Rating. These sessions set the tone of the South Wales Police expectation of behaviour for their staff; students explore their own values and perception through Massey's and Ethnocentrism. They also explore paradigm of prejudice, the fact that prejudice is innate in all of us. Questions are posed to students regarding where there are, and where they think they should sit within the paradigm, what the impact that prejudice can have if it is acted upon. Here, students begin to understand the impact of their own values on their attitude and behaviour, and what consequences prejudice and stereotyping could have on their actions in their prospective roles.

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 to the PCSO and Initial Programme for the policing practicals new recruits undertake in their training, so they can be exposed to policing scenarios and dealing with difference.

The table below shows the diversity related courses that were held in 2012/13.

## Employee Diversity Training April 2012 - March 2013

Name of Course	Number of Police Officers Trained <i>This includes Specials</i>	Number of Police Staff Trained <i>This includes PCSOs</i>	Total Employees Trained
Being a Leader <i>(Integrated Diversity Day)</i>	67	25	92
Equality Impact Assessment	41	26	67
Hate Crime Prosecutors' Course	73	20	93
Leadership and People <i>AKA Managing Diversity</i>	41	26	67
Positive Action Leadership Programme <i>Collaboration with Welsh Forces</i>	4	4	8
Policing Complex Communities	13	11	24
Police Officers Initial Training <i>Integrated Diversity</i>	43 <i>New starters</i>		43
PCSO Training <i>Integrated Diversity</i>	60 <i>New starters</i>		60
Stonewall Training	127	17	144
NCALT Introduction to Diversity mandatory course	233	191	424
NCALT Mental Ill Health and Disability Awareness	359	123	482

*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*

## Other Training April 2012 - March 2013

Training Course	Description
Coaching for Performance	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.

Training Course	Description
Mentoring	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.
Specialist Courses	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.

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<sup>9</sup> This information is provided for the fiscal year i.e. the period from 1st April 2012 to 31st March 2013

## 8. 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 and publications have promoted Religious and Cultural Festivals, Holocaust Memorial Day, International Day Against Homophobia (IDAHO) and Dyslexia Awareness Week.

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 2012- March 2013

Date	Event	Location	Audience	Lead
April 2012	Internal and external publication of the Force's Strategic Equality Plan	N/A	Staff and Community	Internal Equality and Diversity
April 2012	Internal and external publication of the Single Equality Scheme and Positive Action Strategy Year 2	N/A	Staff and Community	Internal Equality and Diversity
April 2012	Transgender Awareness event in collaboration with Crown Prosecution Service	Cardiff	Staff	Internal Equality and Diversity
May 2012	Promotion of International Day Against Homophobia (IDAHO)	HQ	Staff	Internal Equality and Diversity

Date	Event	Location	Audience	Lead
May 2012	National Day of Prayer for the Police Service (hosted by the Christian Police Association)	HQ	Staff and Community	Internal Equality and Diversity
June 2012	Equality Information published with data for period April '11 to March 2012	N/A	Staff and Community	Internal Equality and Diversity
June 2012	Swansea Pride	Swansea	Community	External Equality and Diversity
June 2012	Supported Placement through SHAW Trust accommodated	Barry	N/A	Internal Equality and Diversity
July 2012	Nutrition/Healthier Lifestyle Event	HQ	Staff	Internal Equality and Diversity
August 2012	Nutrition/Healthier Lifestyle Event	Cardiff	Staff	Internal Equality and Diversity
September 2012	Nutrition/Healthier Lifestyle Event	Pontypridd	Staff	Internal Equality and Diversity
September 2012	Mardi Gras	Cardiff	Community	External Equality and Diversity
September 2012	Promotion of bisexual issues and Bi Visibility Day with Bi Cymru	Swansea	Community	External Equality and Diversity
September 2012	2 x Positive Action Recruitment events	Cardiff	Community	Internal Equality and Diversity
September 2012	2 x LGB Training events for managers facilitated by Stonewall Cymru		Staff	Internal Equality and Diversity
October 2012	Attainment of continued usage of Disability Two Tick Symbol	N/A	N/A	Internal Equality and Diversity

Date	Event	Location	Audience	Lead
October 2012	Number of disability awareness promotions published internally	N/A	Staff	Internal Equality and Diversity
October 2012	Empower Your Future Development Day (hosted by the Black Police Association)	Cardiff	Staff	Internal Equality and Diversity
October 2012	Promotion of Black History Month through an information booklet for staff	N/A	Staff	Internal Equality and Diversity
November 2012	Disability Seminar – focus on hidden disabilities (hosted by Ability Support Network)	Cardiff	Staff	Internal Equality and Diversity
November 2012	2 x LGB Training events for managers facilitated by Stonewall Cymru		Staff	Internal Equality and Diversity
December 2012	Easy Read version of the Strategic Equality Plan published internally and externally	N/A	Staff and Community	Internal Equality and Diversity
January 2013	Circulation of Religion and Belief calendars	Forcewide	Community	Internal Equality and Diversity & External Equality and Diversity
January 2013	2 x Positive Action recruitment events with Somali community	Cardiff	Community	Internal Equality and Diversity
February 2013	Sponsorship and attendance at Stonewall Diversity Champions LGBT History Month event	Cardiff	Staff and Community	Internal Equality and Diversity
February 2013	Promotion of LGBT History Month through an information booklet for staff	N/A	Staff	Internal Equality and Diversity

Date	Event	Location	Audience	Lead
March 2013	Awareness event for Female police officers on specialist police roles in the Force	Bridgend	Staff	Learning and Development Services
March 2013	Promotion of International Women's Day internally and externally	N/A	Staff and Community	Corporate Communications
March 2013	'Building Confidence in ourselves and in the way we communicate' Development Day (Ability Support Network, Black Police Association, Female Police Association and Gay Staff Network)	Cardiff	Staff	Internal Equality and Diversity
March 2013	Easter Concert (hosted by the Christian Police Association)	HQ	Staff	Internal Equality and Diversity

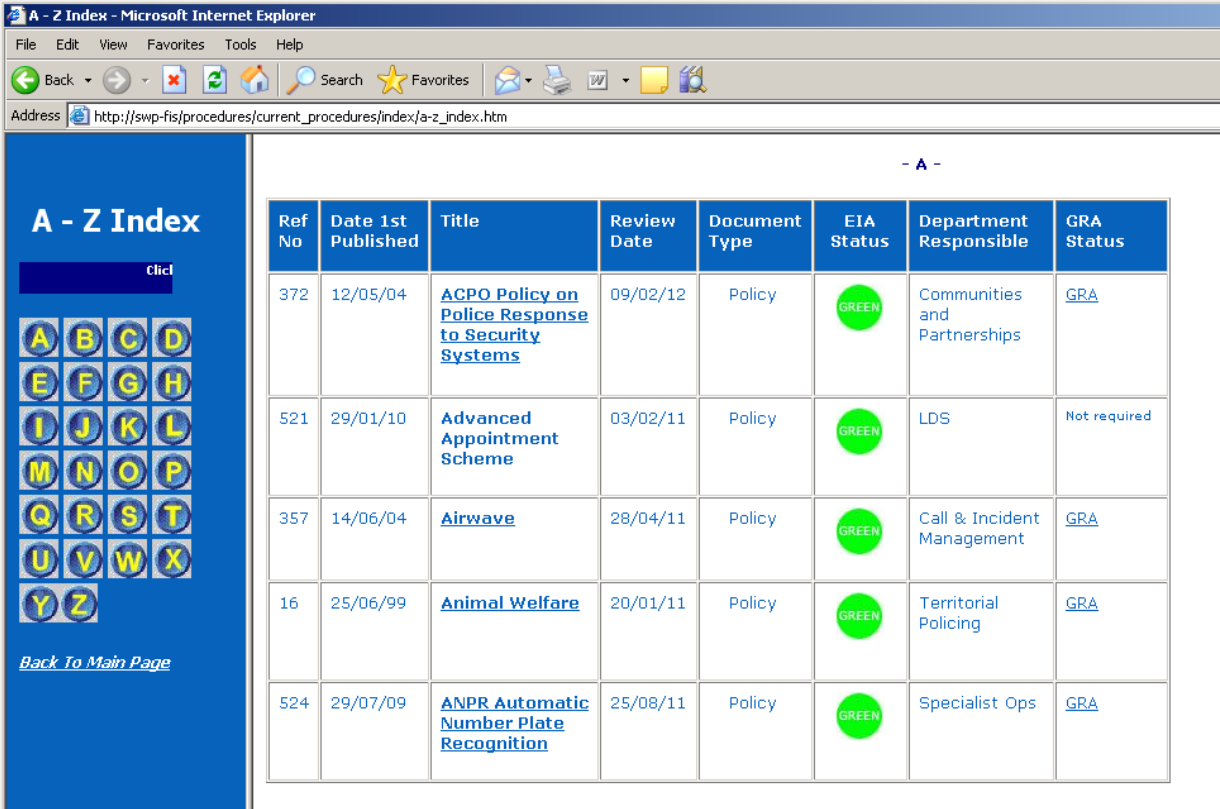
## 9. Equality Impact Assessments

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 2013, 47% 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	<a href="#">ACPO Policy on Police Response to Security Systems</a>	09/02/12	Policy	GREEN	Communities and Partnerships	<a href="#">GRA</a>
521	29/01/10	<a href="#">Advanced Appointment Scheme</a>	03/02/11	Policy	GREEN	LDS	Not required
357	14/06/04	<a href="#">Airwave</a>	28/04/11	Policy	GREEN	Call & Incident Management	<a href="#">GRA</a>
16	25/06/99	<a href="#">Animal Welfare</a>	20/01/11	Policy	GREEN	Territorial Policing	<a href="#">GRA</a>
524	29/07/09	<a href="#">ANPR Automatic Number Plate Recognition</a>	25/08/11	Policy	GREEN	Specialist Ops	<a href="#">GRA</a>

All high risk and medium risk policies have now been quality assured with observations being fed back to the policy owners for adjustments. The process of publishing new and revised policies now includes quality assurance of accompanying equality impact assessments, prior to policies being published.



## 10. 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 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
<b>Stop &amp; Search</b>	Disproportionality of stop searches by ethnicity of people stopped	<p>The role out of the use of blackberry devices to complete stop search recording, together with training on this, on stop and search powers and learning around the impact of stop search on different communities, has continued in the past year. This ensures officers complete the record in a timely fashion in the presence, where possible, of the person being stopped and searched.</p> <p>Stop and Search figures continue to be monitored by the Force Stop Search Group and are reported to the Equality and Diversity Human Rights Board where the Independent Advisory Group are represented and provide scrutiny.</p>
<b>Employment Diversity</b>	Under-representation of BME and female officers in South Wales Police	<p>In line with government recommendations, in 2009, 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.</p> <p>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. This includes engagement events with diverse minority communities. The diversity profile of officers and staff continues to improve.</p>
<b>Data Quality</b>	Incomplete recording of equality data in occurrences	Development of a Data Quality Policy and Minimum Standards document to support the need for improved data quality as demonstrated by improved gender data around domestic violence

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## **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.

## 11. Contacts and 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 Office of the Police and Crime Commissioner may also be contacted in relation to Police and Crime Commissioner information.

### Contact South Wales Police:

**Telephone:** 01656 655555 (Internal extension 20890)

**Email:** [equalityanddiversity@south-wales.pnn.police.uk](mailto:equalityanddiversity@south-wales.pnn.police.uk)

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

### Contact Office of Police and Crime Commissioner:

**Tel:** 01656 869366

**Email:** [commissioner@south-wales.pnn.police.uk](mailto:commissioner@south-wales.pnn.police.uk)

**Address:** South Wales Police and Crime Commissioner  
Ty Morgannwg, Police Headquarters, Cowbridge Road,  
Bridgend, CF31 3SU.

### Keep in Touch with Our Work:

**Websites:** [www.south-wales.police.uk](http://www.south-wales.police.uk)  
[www.southwalescommissioner.org.uk](http://www.southwalescommissioner.org.uk)

**Twitter:** @swpolice  
@commissionersw