South Wales Police

Equality Information

June 2014

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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 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 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 and Crime Commissioner Office shares 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 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 2009. Where possible this data is presented in full financial years e.g. 1st April 2012 – 31st March 2013. Information has been updated in June 2014 to include a full year of data from 1st April 2013 to 31st March 2014.

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 continue to identify gaps and 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 and www.south-wales.pcc.police.uk

The Profile of South Wales Police and Its Communities

We provide a 24-hour service, 365 days a year 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[1], 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[2], 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 evenly spread, with 29.9% representing the under-25 age group, 45.8% representing the 25-59 age group and 24.3% representing the 60+ age group. 18.4% reported that 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[3] make up 4.6% of the population which is an indication of the level of deprivation.

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. 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.

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 & 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 cross dressers, as information is not currently collected through the census or any other population count. South Wales Police works closely with Transgender Wales, TAWE Butterflies, MTF Wales and the National Trans Police Association.

As Census data 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[4].

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[1] Census Data 2011
[2] Higher Education Statistics Agency 2011/12 data
[3] The term **economically active**, refers to people aged 16-74 who are in work or available for work
[4] Stonewall Cymru

Introduction from the South Wales Police and Crime Commissioner

I published my Police & Crime Reduction Plan in April 2013 and during the last year have been working with my team and the Chief Constable to deliver the priorities within it. The Chief Constable and I are committed to ensuring that South Wales Police provides a fair and responsive service, which respects diversity and understands equality. This is why one of the priorities in the Plan is entitled 'Fairness, Equality, Diversity & Poverty'. We are clear within this priority that hate incident reporting should be encouraged, and that the victim satisfaction of those reporting hate incidents should increase. We are also committed to encouraging greater diversity among South Wales Police employees so that we are better able to represent our diverse communities. In conjunction with the Chief Constable, we are making progress in these areas and I will be ensuring that this continues.

The Plan also contains a priority for 'Tackling Violence against Women and Girls'. I want to work to increase the reporting of domestic abuse incidents from individuals and partners, and am keen to enhance partner and criminal justice agency working to improve our service to victims of domestic abuse and sexual violence. The Joint South Wales Police 'Plan for Tackling Violence Against Women & Girls' was published in June 2014. This sets out the actions that will be undertaken to deliver on this priority area in the Police & Crime Reduction Plan. It follows a comprehensive 'thematic review' we jointly undertook on tackling violence against women and girls in South Wales Police. This highlighted many areas of good practice, but also areas where there should be a focus on improvement – including through partnership working.

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

General Statistical Notes To Help Interpret The Tables

1. Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014.

2. Workforce Information is as at 31st March 2014.

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 from the 2011 Census.

5. This is the third 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 10 (Using Equality Data to Make a Difference).

Equality Information

1. Victims of Crime

Victims of Crime by Force and Basic Command Unit (BCU)[5]

Crimes

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	17,407	32,497	14,453	22,993	87,350
2012-13[6]	16,081	31,652	13,752	23,043	84,528
2013-14[6]	16,127	30,006	13,728	22,271	82,132
% change 2012-13 to 2013-14	**0.3%**	**-5.2%**	**-0.2%**	**-3.4%**	**-2.8%**

Victims* of Crime

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	10,960	21,311	9,030	14,517	55,818
2012-13[6]	10,364	21,323	8,786	15,216	55,689
2013-14[6]	9,800	19,038	8,680	13,864	51,382
% change 2012-13 to 2013-14	**-5.4%**	**-10.7%**	**-1.2%**	**-8.9%**	**-7.7%**

There were 182 victims in 2011/12 and 189 victims in 2012/13 which were not linked to BCUs but which have been included in the South Wales Police totals.

Victims of Crime by Age Group in 2013/14

Age Group	Northern BCU[6]	Eastern BCU[6]	Central BCU[6]	Western BCU[6]	South Wales Police
<10	1.01%	0.64%	0.99%	0.62%	0.76%
10 - 17	5.96%	5.00%	6.61%	4.93%	5.44%
18 - 24	14.70%	22.38%	14.48%	18.42%	18.51%
25 - 44	41.10%	42.73%	38.35%	39.83%	40.90%
45 - 65	27.91%	22.70%	29.79%	27.41%	26.16%
65+	8.24%	5.60%	8.77%	7.78%	7.23%
Unknown / Not Stated	1.07%	0.96%	1.00%	1.01%	1.00%
Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

***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.*

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

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Victims of Crime by Ethnicity in 2013/14

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
Asian	0.67%	2.74%	0.68%	1.31%	1.62%
Black	0.30%	1.40%	0.32%	0.40%	0.74%
Chinese or Other	0.49%	0.76%	0.30%	0.52%	0.57%
Mixed	0.08%	0.34%	0.17%	0.14%	0.21%
White	48.04%	39.77%	46.42%	44.13%	43.65%
Unknown / Not Stated	50.41%	55.00%	52.11%	52.50%	53.23%
Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

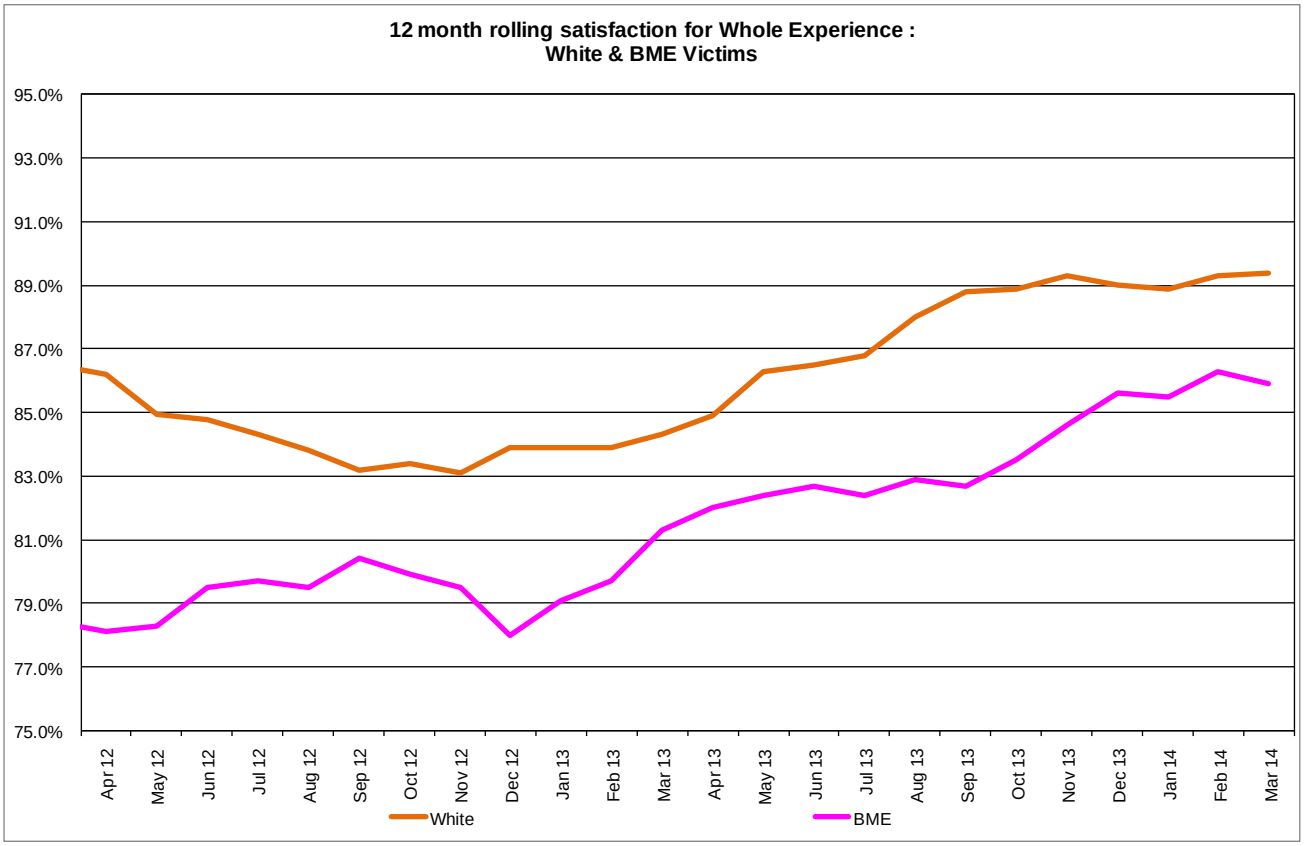
Victims of Crime by Gender in 2013/14

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
Female	48.60%	46.76%	48.51%	45.73%	47.13%
Male	51.26%	52.93%	51.36%	54.17%	52.68%
Other	0.00%	0.00%	0.00%	0.00%	0.00%
Unknown / Not Stated	0.14%	0.31%	0.13%	0.10%	0.19%
Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Victim Satisfaction



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.

2. Hate Crime

The term Hate Crime is used within South Wales Police to refer to hate related incidents and hate 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 following five categories – disability, faith, race, sexual orientation and transgender.

Dealing with all aspects of Hate Crime is a key priority for South Wales Police and measures to combat Hate Crime feature prominently in the Police and Crime Commissioner's Policing Plan, the Chief Constable's Delivery Plan and the South Wales Police Strategic Equality Plan 2012-2016.

South Wales Police has a Hate Crime Policy and Guidance which provide clear direction to all South Wales Police officers and staff on identifying hate crime and outlines responsibilities and procedures when dealing with victims.

Hate Crime Training development, delivery and review continues with training being provided for both officers and staff by means including both formal training courses and e-learning services.

Early intervention when responding to Hate Crimes is of paramount importance to ensure that perpetrators are identified and dealt with and victims are supported appropriately. A key element of the training has therefore 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, during the last year the Crown Prosecution Service Wales, in partnership with South Wales Police, continued its delivery of 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 provided guidance on matters including - flagging a crime as a Hate Crime; the evidential test and the public interest test; key hate crime legislation and definitions and considering when S146 may be applicable; special measures for vulnerable and intimidated witnesses and building hate crime cases for prosecution.

Through our Neighbourhood Policing structure, community engagement under the control of a Local Policing Inspector is the fundamental principle of how South Wales Police, together with our Partner agencies, deliver a service to make South Wales Safe. On a daily basis Neighbourhood Policing Teams interact with community members to tackle prejudice and stereotyping and specialist Hate Crime Officers visit and speak with victims of hate crime offering advice and support.

Supporting victims is a fundamental aspect of our response to Hate Crime. The officer responding to a report of a Hate Crime undertakes a risk assessment with the victim and the result of this assessment assists the determination of the appropriate response and support to be provided to the victim.

Hate Crime Officers provide specific support in working with the Officer in the Case and partner agencies. Support measures that may be considered are many 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 a member of Senior Management. These meetings enable the close scrutiny of Hate Crime occurrences by senior managers and ensure all necessary actions are completed.

South Wales Police has also developed a Hate Crime Development Plan which is reflective of a number of National and Local recommendations and will be implemented over a three year period.

Hate Crimes and Incidents

The following table show the five protected characteristics of hate related incidents (and crimes) recorded and monitored by the Force as part of its statutory duty:

	Incidents			Crimes		
Protected Characteristics	**2012-13[6]**	**2013-14[6]**	**%Change**	**2012-13[6]**	**2013-14[6]**	**%Change**
Race	1,419	1,523	7.3%	807	878	8.8%
Sexual Orientation	290	310	6.9%	121	161	33.1%
Disability	260	273	5.0%	81	100	23.5%
Religion and Belief	46	95	106.5%	26	56	115.4%
Transgender	36	61	69.4%	9	29	222.2%
Hate*	1,984	2,164	9.1%	1,019	1,160	13.8%

* A single hate incident may qualify for one or more protected characteristics. Consequently it is not logical to add up incidents of more than one different protected characteristic. The same applies to hate crimes.

- There has been a 9% increase in the reporting of hate related incidents in the last year.
- Religion and Belief and Transgender hate incidents have increased by the greatest proportions but as the numbers are so small the percentage increases are not as significant as they might appear.
- Race related incidents account for 70% of all reported hate incidents and have increased by 7.3%.

Hate Incidents by Force and Basic Command Unit (BCU) [5]

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

Race Incidents

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	255	668	200	492	1,615
2012-13[6]	243	612	156	408	1,419
2013-14[6]	302	658	160	403	1,523
% change 2012-13 to 2013-14	**24.3%**	**7.5%**	**2.6%**	**-1.2%**	**7.3%**

Sexual Orientation Incidents

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	67	113	55	115	350
2012-13[6]	63	97	39	91	290
2013-14[6]	73	111	43	83	310
% change 2012-13 to 2013-14	**15.9%**	**14.4%**	**10.3%**	**-8.8%**	**6.9%**

Religion and Belief Incidents

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	6	35	13	27	81
2012-13[6]	5	22	2	17	46
2013-14[6]	14	33	12	36	95
% change 2012-13 to 2013-14	*****	*****	*****	*****	**106.5%**

**The percentages are not meaningful at BCU level owing to small numbers*

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

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Disability Incidents

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	56	67	69	147	339
2012-13[6]	62	43	42	113	260
2013-14[6]	99	64	37	73	273
% change 2012-13 to 2013-14	**59.7%**	**48.8%**	**-11.9%**	**-35.4%**	**5.0%**

Transgender Incidents

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	1	22	10	15	48
2012-13[6]	8	11	7	9	35
2013-14[6]	9	11	13	28	61
% change 2012-13 to 2013-14	*****	*****	*****	*****	**74.3%**

**The percentages are not meaningful at BCU level owing to small numbers*

Hate Crimes

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

Offence Group	2012-13[6]	2013-14[6]	% change 2012-13 to 2013-14
Violence against the person	795	987	24.2%
Sexual offence	2	3	*
Robbery	7	4	*
Burglary of dwelling	4	3	*
Burglary of other premises	4	0	*
Theft of motor vehicle	2	1	*
Theft from motor vehicle	4	3	*
Other theft	24	20	*
Fraud or forgery	5	0	*
Criminal damage	167	131	-21.6%
Other drugs offence	1	0	*
Other notifiable offences	4	8	*
Total	**1,019**	**1,160**	**13.8%**

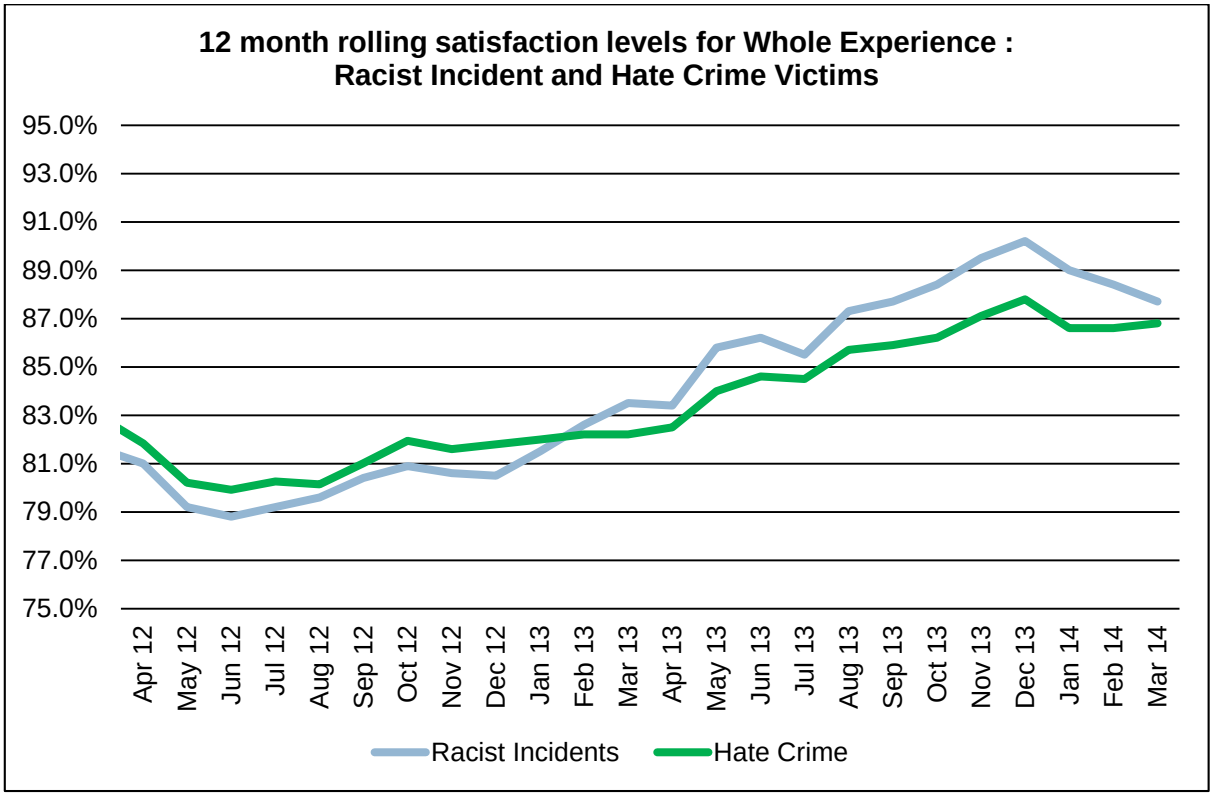
**The percentages are not meaningful for many crime types owing to small numbers*

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

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Victim Satisfaction Levels

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.

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.

South Wales Police is committed to:

- Developing responses that keep people safe
- Investigating all reports effectively, to bring offenders to justice and hold them accountable for their actions without stereotyping, stigmatising or making assumptions about any given individual or community
- Dealing with victims effectively and by conducting thorough a risk assessment processes with victims, endeavour to reduce the likelihood of future harm, including homicide, serious injury and acts of violence.
- Providing victims with a level of service that gives them the confidence to report incidents

During 2013-14 the force has increased the number of locally based, specialist trained officers in order to provide South Wales Police with greater resilience and expertise in supporting victims of Honour Based Violence / Forced Marriage (HBV/FM). Having identified this need, last year South Wales Police engaged with Karma Nirvana to develop and deliver an Honour Based Violence and Forced Marriage training program.

This led to a new three day course, delivered to selected South Wales Police personnel and representatives from Gwent, Dyfed Powys and North-Wales Police.

The course was designed to equip officers to:

- understand the concept of, motives for and identify incidents and victims of HBV and FM abuse
- understand the barriers faced by victims
- understand how to respond, investigate and handle cases
- conduct risk assessments and safety planning and provision.

Karma Nirvana also supported South Wales Police in a revision of its HBV Risk Assessment, producing a more comprehensive and effective tool for enabling officers to determine the level of Risk to a victim.

South Wales Police is committed to giving victims of Honour Based Violence and Forced Marriage a level of service that gives them the confidence to report incidents. We recognise Honour Based Violence and Forced Marriage as fundamental breaches of Human Rights.

Domestic Abuse Incidents by Force and Basic Command Unit (BCU) [5]

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	7,049	7,134	5,574	7,899	27,656
2012-13[6]	7,299	7,274	4,915	8,049	27,537
2013-14[6]	5,378	5,697	4,231	5,940	21,246
% change 2012-13 to 2013-14	**-26.3%**	**-21.7%**	**-13.9%**	**-26.2%**	**-22.8%**

In April 2013, there was a clarification of the relationships which were to be considered as falling within the Domestic Abuse definition, e.g. Uncle and Aunt do not meet the criteria. In July 2013, the force made the decision to stop including "Verbal altercation only" within Domestic Abuse, as this did not fit the Home Office definition of Domestic Abuse. Both of these changes reduced the number of incidents. A final change was the Home Office extension of the minimum age from 18 years old to 16 years old. Anything younger will be recorded as Child Abuse.

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

Domestic Crimes

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	1,480	1,448	1,261	1,472	5,661
2012-13[6]	1,667	1,934	1,176	1,811	6,588
2013-14[6]	1,791	2,071	1,483	1,925	7,270
% change 2012-13 to 2013-14	**7.5%**	**7.1%**	**26.0%**	**6.3%**	**10.4%**

Victims of Domestic Crime by Age Group in 2013/14

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
Under 10	1.9%	2.0%	2.3%	0.8%	1.7%
10 – 17	5.7%	7.1%	5.5%	6.1%	6.2%
18 – 24	22.2%	24.9%	23.6%	22.4%	23.3%
25 – 44	49.9%	48.3%	46.2%	48.9%	48.4%
45 – 65	17.7%	15.5%	20.4%	19.4%	18.1%
65+	2.1%	1.9%	1.9%	2.1%	2.0%
Unknown/Not Stated	0.4%	0.2%	0.1%	0.4%	0.3%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

[5] Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)
[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Victims of Domestic Crime by Ethnicity in 2013/14

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
Asian	0.5%	2.3%	0.2%	0.8%	1.0%
Black	0.2%	1.2%	0.3%	0.1%	0.5%
Chinese or Other	0.2%	0.5%	0.3%	0.3%	0.3%
Mixed	0.1%	0.4%	0.2%	0.3%	0.2%
White	56.7%	49.1%	55.4%	51.6%	52.9%
Unknown/Not Stated	42.3%	46.5%	43.7%	47.0%	45.0%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Victims of Domestic Crime by Gender in 2013/14

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
Female	79.4%	81.6%	77.7%	80.0%	79.8%
Male	20.6%	18.4%	22.3%	19.9%	20.1%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.1%	0.0%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

[5] Northern BCU (Rhondda Cynon Taf & Merthyr Tydfil), Eastern BCU (Cardiff), Central BCU (Bridgend & Vale of Glamorgan), Western BCU (Neath Port Talbot & Swansea)
[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Forced Marriage and Honour Based Violence

The CPS and ACPO have a common definition of Honour Based Violence:

"Honour based violence" is a crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'.

This definition is supported by further explanatory text:

"Honour Based Violence" is a fundamental abuse of Human Rights.

There is no honour in the commission of murder, rape, kidnap and the many other acts, behaviour and conduct which make up "violence in the name of so-called honour".

Honour Based Violence can be distinguished from other forms of violence, as it is often committed with some degree of approval and/or collusion from other members of the family and those of the same culture in the surrounding community.

A Forced Marriage is one in which at least one party does not consent to the marriage and some element of duress is involved.

Over the last year, South Wales Police has reviewed its Honour Based Violence and Forced Marriage risk assessment and safety planning processes and provided specialist training for a number of officers in key roles.

The training has equipped those officers to:

- understand the concept of, motives for and identify incidents and victims of Honour Based Violence and Forced Marriage abuse
- understand the barriers faced by victims
- understand how to respond, investigate and manage cases
- conduct risk assessments, safety plan and provide the appropriate support to victims.

The officers who attended the training were those who had been nominated to undertake specialist activities in cases of Honour Based Violence and Forced Marriage and who had not previously had the training or experience to enable them to do so. South Wales Police also invited officers to attend and represent the Dyfed-Powys, Gwent and North Wales forces.

The training has provided an increased number of officers capable of identifying cases, conducting risk assessments and giving tactical advice to supervisors and managers on case management and investigation and victim support measures.

South Wales Police continues to work closely with national and locally based charities and victim support organisations that provide valuable support services to victims, including refuge accommodation, in order to provide the most effective response to reports of Honour Based Violence and Forced Marriage.

Honour Based Incidents

Year	Northern BCU[5]	Eastern BCU[5]	Central BCU[5]	Western BCU[5]	South Wales Police
2011-12[6]	4	27	0	8	39
2012-13[6]	3	35	0	15	53
2013-14[6]	2	57	4	13	76
% change 2012-13 to 2013-14	*	*	*	*	**43.4%**

**The percentages are not meaningful at BCU level owing to small numbers*

21 of the 76 Honour Based Incidents in 2013-14 (28%) were Forced Marriage issues.

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

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

4. Stop and Search

The following tables show numbers of stop searches from April 2012 to March 2014. The Force continues to make progress with data collection, recording, access and best practice in the implementation of stop search powers.

Stop Searches - Age Group

	Number of Stop Searches		Stop Searches per 1000 Population by Age Group	
Age Group	**2012-13[6]**	**2013-14[6]**	**2012-13[6]**	**2013-14[6]**
10 to 17	2,267	2,856	18.9	23.8
18 to 24	4,149	5,310	29.3	37.5
25 to 44	4,681	6,233	13.8	18.4
45 to 64	687	1,006	2.1	3.1
65 +	28	25	0.1	0.1
All	**11,943**	**16,187**	**9.3**	**14.2**

Note: there were 131 stop searches in 2012-13 and 757 stop searches in 2013-14 which had unknown age and which are not included. This is a result of a temporary impact on data quality during the transition to mobile data recording.

Stop Searches - Ethnicity

	Number of Stop Searches		Stop Searches per 1000 Population by Ethnicity	
Ethnicity	**2012-13[6]**	**2013-14[6]**	**2012-13[6]**	**2013-14[6]**
Asian or Asian British	237	312	5.4	6.2
Black or Black British	267	360	21.0	25.4
Chinese or Other Ethnic	70	99	6.7	8.6
Mixed	145	222	8.2	10.1
Total “Black Minority Ethnic”	719	993	8.4	10.2
White	9,360	11,884	7.8	8.5
Not Stated	568	1,062	N/A	N/A
All	**11,943**	**16,187**	**9.3**	**8.6**

Note: there were 1,296 stop searches in 2012-13 and 2,248 stop searches in 2013-14 which had unknown ethnicity and which are not included. This is a result of a temporary impact on data quality during the transition to mobile data recording.

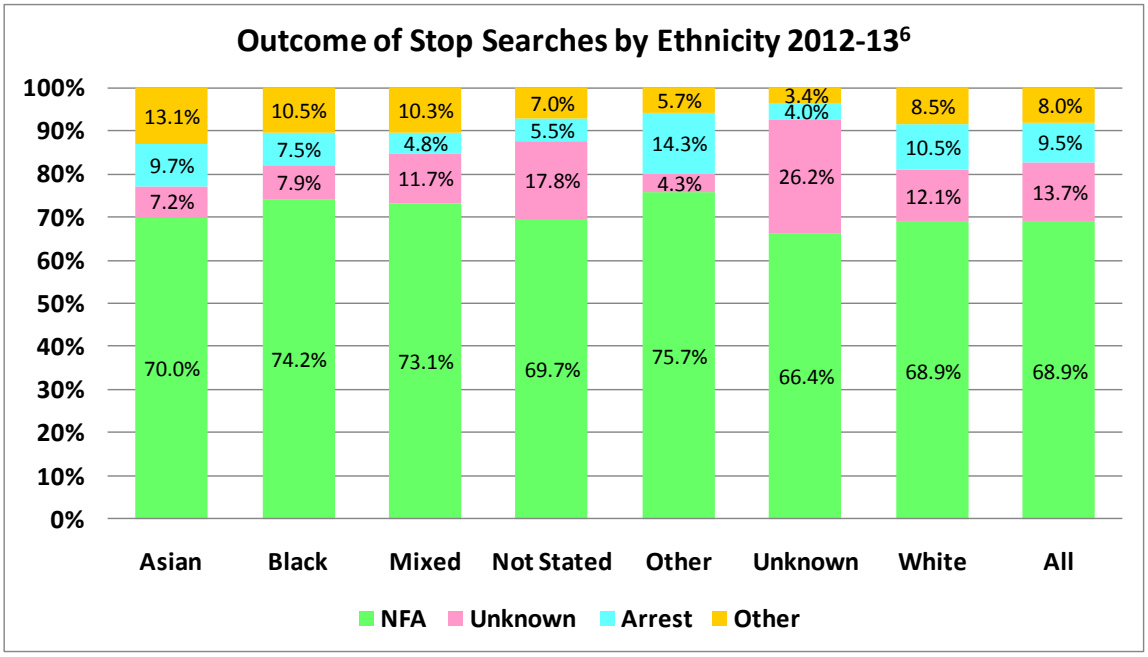
Stop Searches - Gender

	Number of Stop Searches		Stop Searches per 1000 Population by Ethnicity	
Gender	**2012-13[6]**	**2013-14[6]**	**2012-13[6]**	**2013-14[6]**
Females	1,105	1,367	1.7	2.1
Males	10,711	13,980	17.0	22.2
All	**11,943**	**16,187**	**9.3**	**12.6**

Note: There were 127 searches in 2012-13 and 840 stop searches in 2013-14 which had unknown gender. This is a result of a temporary impact on data quality during the transition to mobile data recording.

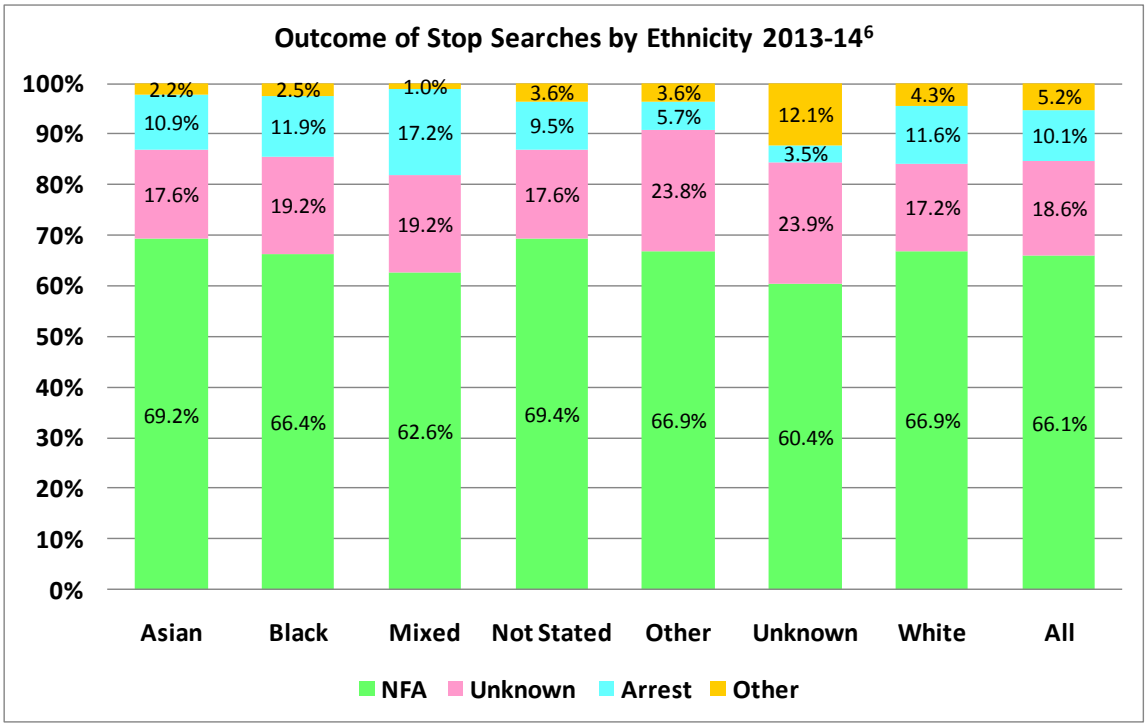
[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Outcomes of Stop Searches by Ethnicity 2012-13[6]



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

Outcomes of Stop Searches by Ethnicity 2013-14[6]



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

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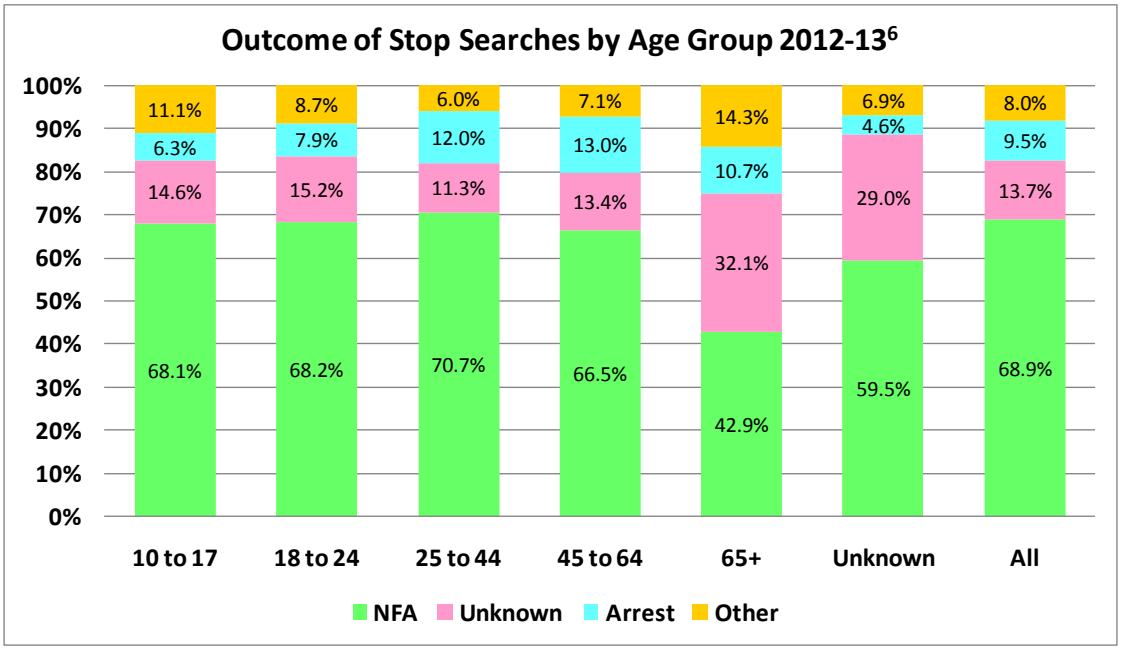
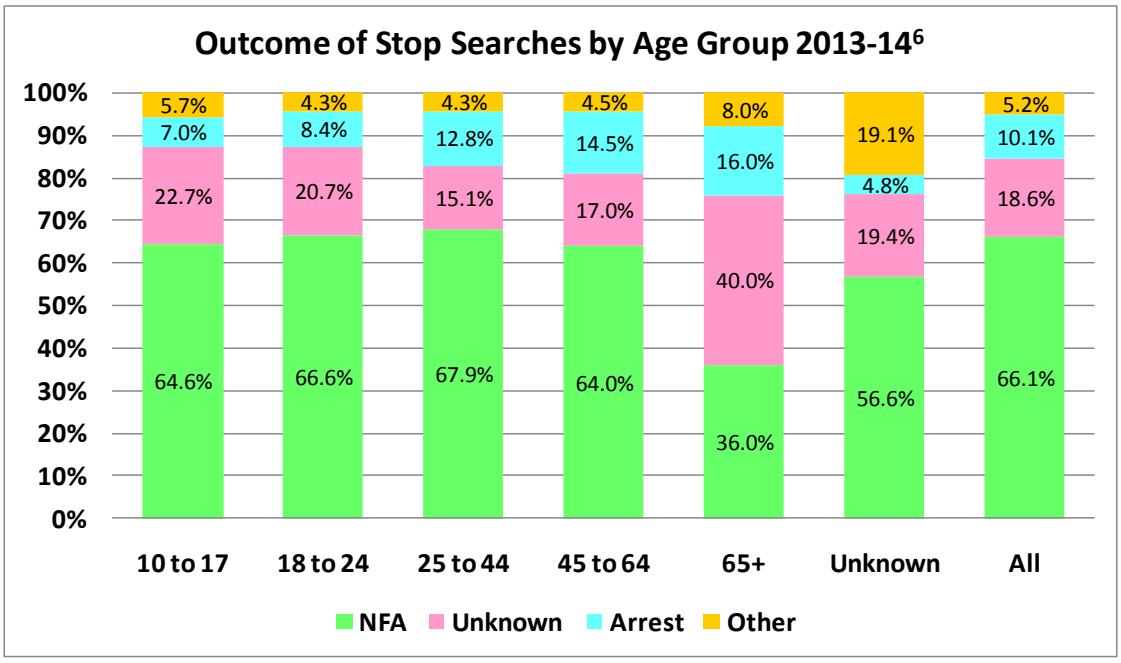
[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Outcomes of Stop Searches by Age Group 2012-13[6]



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

Outcomes of Stop Searches by Age Group 2013-14[6]



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

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

5. Complaints

Recorded Complaints by the Public against South Wales Police Employees

Number of Complaints

Year	Number of Recorded Complaints
2011-12[6]	648
2012-13[6]	629
2013-14[6]	729
% change 2012-13 to 2013-14	13.7%

Outcomes of Complaint Cases*

	FINALISATION MEANS				
Year	Administrative Process**	Informal (Local) Resolution***	Upheld	Not Upheld	Withdrawn
2011-12[6]	87	182	15	138	172
2012-13[6]	54	161	11	150	196
2013-14[6]	38	146	29	196	176

*differs from data published previously as 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 the Professional Standards Department and Basic Command Units

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Distribution of Finalisation Outcomes for Complaints

		FINALISATION MEANS			
Year	**Administrative Process**	**Informal (Local) Resolution**	**Upheld**	**Not Upheld**	**Withdrawn**
2013/14[6]	6.5%	25.0%	5.0%	33.5%	30.1%

Complainants by Age in 2013/14

Age Group	% of all Complainants
0 to 17	1.6%
18 to 24	8.1%
25 to 44	27.2%
45 to 64	17.5%
65 +	3.4%
Not Stated	42.3%
Total	**100.0%**

Complainants by Disability in 2013/14

Disability Status	% of all Complainants
Disabled	7.4%
Not Disabled	28.7%
Unknown/Not Stated	57.7%
Other	3.0%
Prefer not to say	3.3%
Total	**100.0%**

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

Complainants by Ethnicity in 2013/14

Ethnic Origin	% of all Complainants
Asian	2.5%
Black	1.1%
Chinese or Other Ethnic	0.8%
Mixed	1.8%
Not Stated	45.7%
White	47.9%
Total	**100.0%**

Complainants by Gender in 2013/14

Gender	% of all Complainants
Male	59.1%
Female	37.1%
Other	0.3%
Not Stated	3.5%
Total	**100.0%**

Complainants by Religion in 2013/14

Religion	% of all Complainants
Buddhist	0.3%
Christian	15.7%
Hindu	0.1%
Jewish	0.1%
Muslim	1.7%
Sikh	0.3%
Other	4.2%
None	11.6%
Prefer not to say	5.7%
Unknown/Not Stated	60.3%
Total	**100.0%**

Complainants by Sexual Orientation in 2013/14

Sexual Orientation	% of all Complainants
Gay/Lesbian/Bisexual	1.8%
Heterosexual	38.0%
Not Stated	55.0%
Prefer not to say	4.8%
Other	0.3%
Total	**100.0%**

6. Females in Custody

This section shows a breakdown of offenders held **in custody** in the South Wales Police area by gender. It looks at age, intoxication, requests for solicitor and types of offence.

Age and Gender profile

	2012-13			2013-14		
Age	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
11-17	624	2,509	3,133	690	2,715	3,405
18-20	664	3,700	4,364	674	3,547	4,221
21+	4,945	22,947	27,892	5,677	25,158	30,835
Total	**6,233**	**29,156**	**35,389**	**7,041**	**31,420**	**38,461**

	2012-13			2013-14		
Age	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
11-17	10.0%	8.6%	8.9%	9.8%	8.6%	8.9%
18-20	10.7%	12.7%	12.3%	9.6%	11.3%	11.0%
21+	79.3%	78.7%	78.8%	80.6%	80.1%	80.2%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

During the financial year 2012-13, females represented 17.6% of the total number of people arrested and for 2013-14 to date this percentage increased slightly to 18.3%. For both genders more than three quarters of the people arrested were aged 21 and over.

Compared to males, a higher percentage of females arrested were between the ages of 11 and 17 and a slightly lower percentage of females arrested were between the ages of 18 and 20. This pattern was observed in both financial years.

During 2013-14 more of the offenders taken into custody (male and female) were within the 21 plus age bracket when compared to 2012-13.

Intoxication on arrest

	2012-13			2013-14		
Alcohol related	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
No	4,302	19,972	24,274	5,034	22,485	27,519
Yes	1,931	9,184	11,115	2,007	8,935	10,942
Total	6,233	29,156	**35,389**	**7,041**	**31,420**	**38,461**

	2012-13			2013-14		
Alcohol related	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
No	69.0%	68.5%	68.6%	71.5%	71.6%	71.6%
Yes	31.0%	31.5%	31.4%	28.5%	28.4%	28.4%
Total	100.0%	100.0%	100.0%	**100.0%**	**100.0%**	**100.0%**

The proportion of males and females taken into custody who were intoxicated was almost identical for both financial years.

Solicitor attendance

	2012-13			2013-14		
Solicitor attendance	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
No	3,365	13,748	17,113	5,425	23,000	28,425
Yes	2,868	15,408	18,276	1,616	8,420	10,036
Total	6,233	29,156	**35,389**	**7,041**	**31,420**	**38,461**

	2012-13			2013-14		
Solicitor attendance	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
No	54.0%	47.2%	48.4%	77.0%	73.2%	73.9%
Yes	46.0%	52.8%	51.6%	23.0%	26.8%	26.1%
Total	100.0%	100.0%	100.0%	**100.0%**	**100.0%**	**100.0%**

Overall, for both financial years, solicitor attendance rates are lower for females in custody than for males. More than half of females in custody did not want a solicitor compared to just under half of all males.

Offence Group of primary arrest

	2012-13			2013-14		
Age	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Burglary of dwelling	167	1,458	1,625	191	1,374	1,565
Burglary of other premises	46	560	606	42	518	560
Criminal damage	263	1,779	2,042	260	1,814	2,074
Drug trafficking	279	1,224	1,503	207	1,139	1,346
Fraud or forgery	111	316	427	132	347	479
Non-notifiable offence	1,697	7,266	8,963	1,864	7,428	9,292
Other drugs offence	160	1230	1390	152	1,140	1,292
Other notifiable offence	214	1311	1,525	278	1,551	1,829
Other theft	1,338	3,453	4,791	1,517	3,754	5,271
Robbery	56	436	492	59	399	458
Sexual offence	16	677	693	23	836	859
Theft from motor vehicle	16	296	312	22	261	283
Theft of motor vehicle	47	479	526	49	527	576
Violence against the person	1,823	8,671	10,494	2,245	10,332	12,577
Total	6,233	29,156	**35,389**	7,041	31,420	**38,461**

7. Workforce Information

South Wales Police Workforce Information at 31st March 2014

South Wales Police Workforce	Number of Employees
Police Staff	1,838
Police Community Support Officers (PCSOs)	483
Police Officers	2,906
Police Specials	79
All	**5,306**

South Wales Police Workforce Information at 31st March 2014

Age

Police Staff*

Age Group	% of all Police Staff
18 to 24	3.5%
25 to 44	45.4%
45 to 64	50.9%
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	23.0%
25 to 44	63.1%
45 to 64	13.7%
65 +	0.2%
All	**100.0%**

Police Officers

Age Group	% of all Police Officers
18 to 24	0.7%
25 to 44	66.0%
45 to 64	33.3%
65 +	0.0%
All	**100.0%**

Police Specials

Age Group	% of all Police Specials
18 to 24	16.5%
25 to 44	49.4%
45 to 64	34.2%
65 +	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Age, Rank & Gender – Police Officers

Rank- All	Below 25	25-34	35-44	45-54	55+	Total
Superintendent to Chief Constable	0	0	6	29	0	35
Sergeant to Chief Inspector	0	23	287	289	9	608
Constable	21	644	957	621	20	2,263
Total	**21**	**667**	**1,250**	**939**	**29**	**2,906**
Proportion of all officers	**0.7%**	**23.0%**	**43.0%**	**32.3%**	**1.0%**	**100.0%**

Rank - Male	Below 25	25-34	35-44	45-54	55+	Total
Superintendent to Chief Constable	0	0	5	24	0	29
Sergeant to Chief Inspector	0	19	234	238	9	500
Constable	10	379	650	499	17	1,555
Total	**10**	**398**	**889**	**761**	**26**	**2,084**
Proportion of all male officers	**0.5%**	**19.1%**	**42.7%**	**36.5%**	**1.2%**	**100.0%**

Rank - Female	Below 25	25-34	35-44	45-54	55+	Total
Superintendent to Chief Constable	0	0	1	5	0	6
Sergeant to Chief Inspector	0	4	53	51	0	108
Constable	11	265	307	122	3	708
Total	**11**	**269**	**361**	**178**	**3**	**822**
Proportion of all female officers	**1.3%**	**32.7%**	**43.9%**	**21.7%**	**0.4%**	**100.0%**

Rank	Average Age	Average Age Male	Average Age Female
Superintendent to Chief Constable	50y-11m	51y-4m	48y-3m
Sergeant to Chief Inspector	44y-11m	44y-10m	44y-11m
Constable	40y-2m	41y-2m	38y-0m

Rank	Male	Female	Total
Superintendent to Chief Constable	29	6	35
Sergeant to Chief Inspector	500	108	608
Constable	1555	708	2263
Total	**2084**	**822**	**2906**
Proportion of all officers	**71.7%**	**28.3%**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Age, Grade & Gender – Police Staff

Grade - All	Below 25	25-34	35-44	45-54	55+	Total
Senior Management	0	0	2	8	4	14
PO1 to PO7	0	29	71	77	44	221
Scale 1 to SO2	65	366	366	496	310	1,603
Total	**65**	**395**	**439**	**581**	**358**	**1,838**
Proportion of all staff	**3.5%**	**21.5%**	**23.9%**	**31.6%**	**19.5%**	**100.0%**

Grade – Male	Below 25	25-34	35-44	45-54	55+	Total
Senior Management	0	0	1	6	2	9
PO1 to PO7	0	7	33	38	35	113
Scale 1 to SO2	18	114	85	154	204	575
Total	**18**	**121**	**119**	**198**	**241**	**697**
Proportion of all male staff	**2.6%**	**17.4%**	**17.1%**	**28.4%**	**34.6%**	**100.0%**

Grade - Female	Below 25	25-34	35-44	45-54	55+	Total
Senior Management	0	0	1	2	2	5
PO1 to PO7	0	22	38	39	9	108
Scale 1 to SO2	47	252	281	342	106	1,028
Total	**47**	**274**	**320**	**383**	**117**	**1,141**
Proportion of all female staff	**4.1%**	**24.0%**	**28.0%**	**33.6%**	**10.3%**	**100.0%**

Grade	Average Age	Average Age Male	Average Age Female
Senior Management	52y-0m	53y-7m	49y-5m
PO1 to PO7	47y-7m	50y-0m	44y-11m
Scale 1 to SO2	44y-3m	47y-4m	42y-6m

Grade	Male	Female	Total
Senior Management	9	5	14
PO1 to PO7	113	108	221
Scale 1 to SO2	575	1,028	1,603
Total	**697**	**1,141**	**1,838**
Proportion of all staff	**37.9%**	**62.1%**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Age & Gender – PCSOs

All	Below 25	25-34	35-44	45-54	55+	Total
PCSOs	111	218	87	46	21	483

Male	Below 25	25-34	35-44	45-54	55+	Total
PCSOs	67	135	39	29	16	286

Female	Below 25	25-34	35-44	45-54	55+	Total
PCSOs	44	83	48	17	5	197

	Average Age	Average Age Male	Average Age Female
PCSOs	32y-11m	32y-11m	32y-11m

Age & Gender – Police Specials

All	Below 25	25-34	35-44	45-54	55+	Total
Specials	13	19	20	19	8	79

Male	Below 25	25-34	35-44	45-54	55+	Total
Specials	10	14	17	17	8	66

Female	Below 25	25-34	35-44	45-54	55+	Total
Specials	3	5	3	2	0	13

	Average Age	Average Age Male	Average Age Female
Specials	39y-3m	40y-4m	33y-7m

South Wales Police Workforce Information at 31st March 2014

Length of Service in Years – Officers

Rank - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Superintendent to Chief Constable	0	0	0	4	30	1	35
Sergeant to Chief Inspector	0	0	24	309	272	3	608
Constable	122	279	487	968	405	2	2,263
Total	**122**	**279**	**511**	**1,281**	**707**	**6**	**2,906**
Proportion of all officers	**4.2%**	**9.6%**	**17.6%**	**44.1%**	**24.3%**	**0.2%**	**100.0%**

Rank - Male	<1	1-5	6 - 10	11 - 20	21-30	> = 31	Total
Superintendent to Chief Constable	0	0	0	4	24	1	29
Sergeant to Chief Inspector	0	0	19	249	229	3	500
Constable	72	173	286	699	323	2	1,555
Total	**72**	**173**	**305**	**952**	**576**	**6**	**2,084**
Proportion of all male officers	**3.5%**	**8.3%**	**14.6%**	**45.7%**	**27.6%**	**0.3%**	**100.0%**

Rank - Female	<1	1-5	6 - 10	11 - 20	21-30	> = 31	Total
Superintendent to Chief Constable	0	0	0	0	6	0	6
Sergeant to Chief Inspector	0	0	5	60	43	0	108
Constable	50	106	201	269	82	0	708
Total	**50**	**106**	**206**	**329**	**131**	**0**	**822**
Proportion of all female officers	**6.1%**	**12.9%**	**25.1%**	**40.0%**	**15.9%**	**0.0%**	**100.0%**

The length of service for a Police Officer is the time spent employed as a Police Officer whether with South Wales Police or any force in the Police Service of England and Wales.

South Wales Police Workforce Information at 31st March 2014

Length of Service in Years – Police Staff

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Senior Management	0	2	3	5	3	1	14
PO1 to PO7	10	49	63	62	29	8	221
Scale 1 to SO2	135	428	420	355	208	57	1,603
Total	**145**	**479**	**486**	**422**	**240**	**66**	**1,838**
Proportion of all staff	**7.9%**	**26.1%**	**26.4%**	**23.0%**	**13.1%**	**3.6%**	**100.0%**

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Senior Management	0	1	3	2	3	0	9
PO1 to PO7	7	31	33	28	11	3	113
Scale 1 to SO2	63	225	155	83	37	12	575
Total	**70**	**257**	**191**	**113**	**51**	**15**	**697**
Proportion of all male staff	**10.0%**	**36.9%**	**27.4%**	**16.2%**	**7.3%**	**2.2%**	**100.0%**

Grade - Female	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Senior Management	0	1	0	3	0	1	5
PO1 to PO7	3	18	30	34	18	5	108
Scale 1 to SO2	72	203	265	272	171	45	1,028
Total	**75**	**222**	**295**	**309**	**189**	**51**	**1,141**
Proportion of all female staff	**6.6%**	**19.5%**	**25.9%**	**27.1%**	**16.6%**	**4.5%**	**100.0%**

The length of service for Police Staff and PCSOs is the time spent employed by South Wales Police irrespective of how many roles may have been undertaken.

South Wales Police Workforce Information at 31st March 2014

Length of Service – PCSOs

All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSOs	162	148	153	12	8	0	483

Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSOs	102	103	70	6	5	0	286

Female	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSOs	60	45	83	6	3	0	197

The length of service for Police Staff and PCSOs is the time spent employed by South Wales Police irrespective of how many separate roles may have been undertaken.

Length of Service – Police Specials

All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	0	23	27	18	9	2	79

Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	0	20	21	16	7	2	66

Female	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	0	3	6	2	2	0	13

The length of service for a Police Special is the time spent employed by South Wales Police in that role.

South Wales Police Workforce Information at 31st March 2014

Disability

Police Staff

Disability Status	% of all Police Staff
Disabled	3.5%
Non-disabled	78.0%
Unknown/Not Stated	16.8%
Prefer not to say	1.7%
All	**100.0%**

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

Police Community Support Officers (PCSOs)

Disability Status	% of all PCSOs
Disabled	2.7%
Non-disabled	90.7%
Unknown/Not Stated	6.6%
Prefer not to say	0.0%
All	**100.0%**

Police Officers

Disability Status	% of all Police Officers
Disabled	1.7%
Not Disabled	93.9%
Unknown/Not Stated	3.9%
Prefer not to say	0.6%
All	**100.0%**

Police Specials

Disability Status	% of all Police Specials
Disabled	0.0%
Not Disabled	46.8%
Unknown/Not Stated	53.2%
Prefer not to say	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Ethnicity

Police Staff*

Ethnic Origin	% of all Police Staff
Asian	0.5%
Black	0.2%
Chinese or Other Ethnic	0.1%
Mixed	0.4%
Unknown / Not Stated	1.3%
White	97.5%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Ethnic Origin	% of all PCSOs
Asian	0.8%
Black	0.2%
Chinese or Other Ethnic	0.0%
Mixed	0.8%
Unknown / Not Stated	0.4%
White	97.7%
All	**100.0%**

Police Officers

Ethnic Origin	% of all Police Officers
Asian	0.4%
Black	0.2%
Chinese or Other Ethnic	0.3%
Mixed	1.2%
Unknown / Not Stated	0.8%
White	97.1%
All	**100.0%**

Police Specials

Ethnic Origin	% of all Police Specials
Asian	1.3%
Black	0.0%
Chinese or Other Ethnic	1.3%
Mixed	1.3%
Unknown / Not Stated	3.8%
White	92.4%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Gender

Police Staff*

Gender	% of all Police Staff
Female	62.1%
Male	37.9%
Other	0.0%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers

Gender	% of all PCSOs
Female	40.8%
Male	59.2%
Other	0.0%
All	**100.0%**

Police Officers

Gender	% of all Police Officers
Female	28.3%
Male	71.7%
Other	0.0%
All	**100.0%**

Police Specials

Gender	% of all Police Specials
Female	16.5%
Male	83.5%
Other	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Religion

Police Staff*

Religion	% of all Police Staff
Buddhist	0.1%
Christian	57.8%
Hindu	0.1%
Jewish	0.2%
Muslim	0.3%
Sikh	0.1%
Other	3.1%
None	24.2%
Prefer not to say	6.1%
Unknown / Not Stated	8.2%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers

Religion	% of all PCSOs
Buddhist	0.0%
Christian	48.9%
Hindu	0.0%
Jewish	0.0%
Muslim	0.2%
Sikh	0.4%
Other	1.9%
None	44.9%
Prefer not to say	1.0%
Unknown / Not Stated	2.7%
All	**100.0%**

Police Officers

Religion	% of Police Officers
Buddhist	0.2%
Christian	55.9%
Hindu	0.1%
Jewish	0.1%
Muslim	0.2%
Sikh	0.1%
Other	3.5%
None	27.7%
Prefer not to say	10.2%
Unknown / Not Stated	2.0%
All	**100.0%**

Police Specials

Religion	% of Police Specials
Buddhist	0.0%
Christian	25.3%
Hindu	0.0%
Jewish	0.0%
Muslim	1.3%
Sikh	0.0%
Other	1.3%
None	19.0%
Prefer not to say	5.1%
Unknown / Not Stated	48.1%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Sexual Orientation

Police Staff

Sexual Orientation	% of all Police Staff
Gay/Lesbian/Bisexual	1.3%
Heterosexual	84.0%
Unknown / Not Stated	6.4%
Prefer not to say	8.3%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSOs
Gay/Lesbian/Bisexual	3.9%
Heterosexual	91.1%
Unknown / Not Stated	3.1%
Prefer not to say	1.9%
All	**100.0%**

Police Officers

Sexual Orientation	% of all Police Officers
Gay/Lesbian/Bisexual	2.0%
Heterosexual	88.2%
Unknown / Not Stated	1.6%
Prefer not to say	8.2%
All	**100.0%**

Police Specials

Sexual Orientation	% of all Police Specials
Gay/Lesbian/Bisexual	2.5%
Heterosexual	45.6%
Unknown / Not Stated	50.6%
Prefer not to say	1.3%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	50.2%
Yes	0.1%
Prefer not to say	2.8%
Unknown / Not Stated	46.9%
All	**100.0%**

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

South Wales Police Workforce Information at 31st March 2014

Leavers – Age

Police Staff *

Age Group	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
18-24	0	7	1	0	0	0	8
25-44	2	36	6	1	0	0	45
45-64	0	25	6	7	0	0	38
65+	0	3	0	0	0	0	3
All	**2**	**71**	**13**	**8**	**0**	**0**	**94**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Age Group	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
18-24	0	22	0	0	0	0	22
25-44	0	99	1	0	0	0	100
45-64	0	2	0	0	0	0	2
65+	0	0	0	0	0	0	0
All	**0**	**123**	**1**	**0**	**0**	**0**	**124**

Police Officers

Age Group	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
18-24	0	1	0	0	0	0	1
25-44	5	19	3	0	1	1	29
45-64	2	7	1	82	1	0	93
65+	0	0	0	0	0	0	0
All	**7**	**27**	**4**	**82**	**2**	**1**	**123**

Police Specials

Age Group	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
18-24	0	8	0	0	0	0	8
25-44	0	10	0	0	0	0	10
45-64	0	2	0	0	0	0	2
65+	0	0	0	0	0	0	0
All	**0**	**20**	**0**	**0**	**0**	**0**	**20**

South Wales Police Workforce Information at 31st March 2014

Leavers – Disability

Police Staff *

Disability Status	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Disabled	0	1	0	0	0	0	1
Non-disabled	2	56	13	4	0	0	75
Unknown / Not Stated	0	14	0	3	0	0	17
Prefer not to say	0	0	0	1	0	0	1
All	**2**	**71**	**13**	**8**	**0**	**0**	**94**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Disability Status	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Disabled	0	2	0	0	0	0	2
Non-disabled	0	113	1	0	0	0	114
Unknown / Not Stated	0	7	0	0	0	0	7
Prefer not to say	0	1	0	0	0	0	1
All	**0**	**123**	**1**	**0**	**0**	**0**	**124**

Police Officers

Disability Status	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Disabled	0	0	0	3	0	0	3
Non-disabled	7	21	4	76	2	1	111
Unknown / Not Stated	0	5	0	2	0	0	7
Prefer not to say	0	1	0	1	0	0	2
All	**7**	**27**	**4**	**82**	**2**	**1**	**123**

Police Specials

Disability Status	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Disabled	0	0	0	0	0	0	0
Non-disabled	0	15	0	0	0	0	15
Unknown / Not Stated	0	5	0	0	0	0	5
Prefer not to say	0	0	0	0	0	0	0
All	**0**	**20**	**0**	**0**	**0**	**0**	**20**

South Wales Police Workforce Information at 31st March 2014

Leavers – Ethnicity

Police Staff*

Ethnicity	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	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	2	71	13	8	0	0	94
Unknown / Not Stated	0	0	0	0	0	0	0
All	**2**	**71**	**13**	**8**	**0**	**0**	**94**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Ethnicity	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	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	1	0	0	0	0	1
White	0	122	1	0	0	0	123
Unknown / Not Stated	0	0	0	0	0	0	0
All	**0**	**123**	**1**	**0**	**0**	**0**	**124**

Police Officers

Ethnicity	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Asian	0	1	0	1	0	0	2
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0
Mixed	0	1	0	1	0	0	2
White	7	25	4	77	2	1	116
Unknown / Not Stated	0	0	0	3	0	0	3
All	**7**	**27**	**4**	**82**	**2**	**1**	**123**

Police Specials

Ethnicity	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	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	20	0	0	0	0	20
Unknown / Not Stated	0	0	0	0	0	0	0
All	**0**	**20**	**0**	**0**	**0**	**0**	**20**

South Wales Police Workforce Information at 31st March 2014

Leavers – Gender

Police Staff*

Gender	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Male	0	37	5	6	0	0	48
Female	2	34	8	2	0	0	46
Other	0	0	0	0	0	0	0
All	**2**	**71**	**13**	**8**	**0**	**0**	**94**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Gender	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Male	0	76	0	0	0	0	76
Female	0	47	1	0	0	0	48
Other	0	0	0	0	0	0	0
All	**0**	**123**	**1**	**0**	**0**	**0**	**124**

Police Officers

Gender	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Male	6	15	1	73	0	1	96
Female	1	12	3	9	2	0	27
Other	0	0	0	0	0	0	0
All	**7**	**27**	**4**	**82**	**2**	**1**	**123**

Police Specials

Gender	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Male	0	13	0	0	0	0	13
Female	0	7	0	0	0	0	7
Other	0	0	0	0	0	0	0
All	**0**	**20**	**0**	**0**	**0**	**0**	**20**

South Wales Police Workforce Information at 31st March 2014

Leavers – Religion

Police Staff*

Religion	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Buddhist	0	0	0	0	0	0	0
Christian	2	40	8	7	0	0	57
Hindu	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0
Other	0	1	0	1	0	0	2
None	0	18	5	0	0	0	23
Prefer not to say	0	3	0	0	0	0	3
Unknown / Not Stated	0	9	0	0	0	0	9
All	**2**	**71**	**13**	**8**	**0**	**0**	**94**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Religion	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Buddhist	0	0	0	0	0	0	0
Christian	0	55	0	0	0	0	55
Hindu	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0
Other	0	4	0	0	0	0	4
None	0	58	1	0	0	0	59
Prefer not to say	0	4	0	0	0	0	4
Unknown / Not Stated	0	2	0	0	0	0	2
All	**0**	**123**	**1**	**0**	**0**	**0**	**124**

Police Officers

Religion	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Buddhist	0	0	0	0	0	0	0
Christian	2	10	3	55	1	1	72
Hindu	0	0	0	0	0	0	0
Jewish	0	0	0	1	0	0	1
Muslim	0	1	0	1	0	0	2
Sikh	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	1
None	5	6	1	14	1	0	27
Prefer not to say	0	6	0	9	0	0	15
Unknown / Not Stated	0	3	0	2	0	0	5
All	**7**	**27**	**4**	**82**	**2**	**1**	**123**

Police Specials

Religion	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Buddhist	0	0	0	0	0	0	0
Christian	0	8	0	0	0	0	8
Hindu	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
None	0	7	0	0	0	0	7
Prefer not to say	0	0	0	0	0	0	0
Unknown / Not Stated	0	5	0	0	0	0	5
All	**0**	**20**	**0**	**0**	**0**	**0**	**20**

South Wales Police Workforce Information at 31st March 2014

Leavers – Sexual Orientation

Police Staff*

Sexual Orientation	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Gay / Lesbian / Bisexual	0	1	1	0	0	0	2
Heterosexual	1	59	12	8	0	0	80
Unknown / Not Stated	0	6	0	0	0	0	6
Prefer not to say	1	5	0	0	0	0	6
All	**2**	**71**	**13**	**8**	**0**	**0**	**94**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Sexual Orientation	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Gay / Lesbian / Bisexual	0	5	0	0	0	0	5
Heterosexual	0	113	1	0	0	0	114
Unknown / Not Stated	0	2	0	0	0	0	2
Prefer not to say	0	3	0	0	0	0	3
All	**0**	**123**	**1**	**0**	**0**	**0**	**124**

Police officers

Sexual Orientation	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Gay / Lesbian / Bisexual	0	0	0	0	0	0	0
Heterosexual	7	21	4	72	2	1	107
Unknown / Not Stated	0	2	0	0	0	0	2
Prefer not to say	0	4	0	10	0	0	14
All	**7**	**27**	**4**	**82**	**2**	**1**	**123**

Police Specials

Sexual Orientation	Dismissal	Resignation	Ill Health Retirement	Normal Retirement	Transfer to Other Force	Death	Total
Gay / Lesbian / Bisexual	0	0	0	0	0	0	0
Heterosexual	0	15	0	0	0	0	15
Unknown / Not Stated	0	5	0	0	0	0	5
Prefer not to say	0	0	0	0	0	0	0
All	**0**	**20**	**0**	**0**	**0**	**0**	**20**

South Wales Police Workforce Information at 31st March 2014

Joiners – Age

There were no Special Constable joiners during the period 1st April 2013 to 31st March 2014 and therefore information is not available on this area.

Police Staff*

Age Group	% of all Police Staff
18 to 24	28.1%
25 to 44	46.6%
45 to 64	25.3%
65 +	0.0%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Age Group	% of all PCSOs
18 to 24	52.1%
25 to 44	46.1%
45 to 64	1.8%
65 +	0.0%
All	**100.0%**

Police Officers

Age Group	% of all Police Officers
18 to 24	10.5%
25 to 44	87.1%
45 to 64	2.4%
65 +	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Joiners – Disability

Police Staff

Disability Status	% of all Police Staff
Disabled	1.1%
Non-disabled	97.8%
Unknown / Not Stated	0.6%
Prefer not to say	0.6%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Disability Status	% of all PCSOs
Disabled	1.8%
Non-disabled	98.2%
Unknown / Not Stated	0.0%
Prefer not to say	0.0%
All	**100.0%**

Police Officers

Disability Status	% of all Police Officers
Disabled	2.4%
Not Disabled	97.6%
Unknown / Not Stated	0.0%
Prefer not to say	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Joiners – Ethnicity

Police Staff*

Ethnic Origin	% of all Police Staff
Asian	0.6%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	1.7%
Unknown / Not Stated	0.6%
White	97.2%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Ethnic Origin	% of all PCSOs
Asian	0.6%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	1.8%
Unknown / Not Stated	0.6%
White	97.0%
All	**100.0%**

Police Officers

Ethnic Origin	% of all Police Officers
Asian	0.0%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.8%
Unknown / Not Stated	0.0%
White	99.2%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Joiners – Gender

Police Staff*

Gender	% of all Police Staff
Female	51.7%
Male	48.3%
Other	0.0%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers

Gender	% of all PCSOs
Female	36.4%
Male	63.6%
Other	0.0%
All	**100.0%**

Police Officers

Gender	% of all Police Officers
Female	40.3%
Male	59.7%
Other	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Joiners – Religion

Police Staff*

Religion	% of all Police Staff
Buddhist	0.0%
Christian	55.1%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	0.6%
None	41.6%
Prefer not to say	2.2%
Unknown / Not Stated	0.6%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers

Religion	% of all PCSOs
Buddhist	0.0%
Christian	43.6%
Hindu	0.0%
Jewish	0.0%
Muslim	0.6%
Sikh	0.0%
Other	0.0%
None	55.2%
Prefer not to say	0.6%
Unknown / Not Stated	0.0%
All	**100.0%**

Police Officers

Religion	% of Police Officers
Buddhist	0.0%
Christian	41.9%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	1.6%
None	52.4%
Prefer not to say	4.0%
Unknown / Not Stated	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Joiners – Sexual Orientation

Police Staff

Sexual Orientation	% of all Police Staff
Gay/Lesbian/Bisexual	1.7%
Heterosexual	94.4%
Unknown / Not Stated	2.8%
Prefer not to say	1.1%
All	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSOs
Gay/Lesbian/Bisexual	4.2%
Heterosexual	95.2%
Unknown / Not Stated	0.0%
Prefer not to say	0.6%
All	**100.0%**

Police Officers

Sexual Orientation	% of all Police Officers
Gay/Lesbian/Bisexual	4.8%
Heterosexual	93.5%
Unknown / Not Stated	0.8%
Prefer not to say	0.8%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Joiners – Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	96.1%
Yes	0.2%
Prefer not to say	0.9%
Unknown / Not Stated	2.8%
All	**100.0%**

*owing to the small number of transgender employees, the employee categories have been combined to avoid potential identification

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications

Year	Number of Applications
2013-14	182

For 2 of these applications, it is not known whether they are police staff, PCSOs or police officers so this data is not included in the following tables.

Police Specials are volunteers and only work a specific number of hours per month and therefore do not have to apply for flexible working, which is only available for Full and Part time employees of South Wales Police.

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications – Age

Police Staff*

Age	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
18-24	1	1.1%	1	1.2%
25-44	38	42.2%	35	42.2%
45-64	49	54.5%	45	54.2%
65+	1	1.1%	1	1.2%
Unknown / Not Stated	1	1.1%	1	1.2%
Total	**90**	**100.0%**	**83**	**100.0%**

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

Police Community Support Officers (PCSOs)

Age	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
18-24	1	7.7%	1	7.7%
25-44	11	84.6%	11	84.6%
45-64	1	7.7%	1	7.7%
65+	0	0.0%	0	0.0%
Unknown / Not Stated	0	0.0%	0	0.0%
Total	**13**	**100.0%**	**13**	**100.0%**

Police Officers

Age	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
18-24	0	0.0%	0	0.0%
25-44	57	74.0%	57	74.0%
45-64	20	26.0%	20	26.0%
65+	0	0.0%	0	0.0%
Unknown / Not Stated	0	0.0%	0	0.0%
Total	**77**	**100.0%**	**77**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications – Disability

Police Staff*

Disability Status	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Disabled	4	4.4%	4	4.8%
Not Disabled	68	75.6%	63	75.9%
Unknown / Not Stated	17	18.9%	15	18.1%
Prefer not to say	1	1.1%	1	1.2%
Total	**90**	**100.0%**	**83**	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Disability Status	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Disabled	0	0.0%	0	0.0%
Not Disabled	11	84.6%	11	84.6%
Unknown / Not Stated	2	15.4%	2	15.4%
Prefer not to say	0	0.0%	0	0.0%
Total	**13**	**100.0%**	**13**	**100.0%**

Police Officers

Disability Status	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Disabled	0	0.0%	0	0.0%
Not Disabled	73	94.8%	73	94.8%
Unknown / Not Stated	4	5.2%	4	5.2%
Prefer not to say	0	0.0%	0	0.0%
Total	**77**	**100.0%**	**77**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications – Ethnicity

Police Staff*

Ethnicity	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Asian	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%
Chinese or Other Ethnic	0	0.0%	0	0.0%
Mixed	0	0.0%	0	0.0%
White	85	94.4%	78	94.0%
Unknown / Not Stated	1	1.1%	1	1.2%
Any other white background	4	4.4%	4	4.8%
All	**90**	**100.0%**	**83**	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Ethnicity	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Asian	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%
Chinese or Other Ethnic	0	0.0%	0	0.0%
Mixed	0	0.0%	0	0.0%
White	13	100.0%	13	0.0%
Unknown / Not Stated	0	0.0%	0	0.0%
Any other white background	0	0.0%	0	0.0%
All	**13**	**100.0%**	**0**	**0.0%**

Police Officers

Ethnicity	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Asian	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%
Chinese or Other Ethnic	1	1.3%	1	1.3%
Mixed	0	0.0%	0	0.0%
White	70	90.9%	70	90.9%
Unknown / Not Stated	3	3.9%	3	3.9%
Any other white background	3	3.9%	3	3.9%
All	**77**	**100.0%**	**77**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications – Gender

Police Staff*

Gender	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Male	21	23.3%	18	21.7%
Female	69	76.7%	65	78.3%
Other	0	0.0%	0	0.0%
Total	**90**	**100.0%**	**83**	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Gender	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Male	0	0.0%	0	0.0%
Female	13	100.0%	13	100.0%
Other	0	0.0%	0	0.0%
Total	**13**	**100.0%**	**13**	**100.0%**

Police Officers

Gender	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Male	7	9.1%	7	9.1%
Female	70	90.9%	70	90.9%
Other	0	0.0%	0	0.0%
Total	**77**	**100.0%**	**77**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications – Religion

Police Staff

Religion	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Christian	45	50.0%	41	55.4%
Buddhist	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%
Other	2	2.2%	2	2.7%
None	21	23.3%	20	27.0%
Prefer not to say	12	13.3%	10	13.5%
Unknown / Not Stated	10	11.1%	1	1.4%
Total	**90**	**100.0%**	**74**	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Religion	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Christian	4	30.8%	4	30.8%
Buddhist	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%
None	6	46.2%	6	46.2%
Prefer not to say	0	0.0%	0	0.0%
Unknown / Not Stated	3	23.1%	3	23.1%
Total	**13**	**100.0%**	**13**	**100.0%**

Police Officers

Religion	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Christian	40	51.9%	40	80.0%
Buddhist	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%
Other	3	3.9%	0	0.0%
None	24	31.2%	0	0.0%
Prefer not to say	5	6.5%	5	10.0%
Not stated	5	6.5%	5	10.0%
Total	**77**	**100.0%**	**50**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Flexible Working Applications – Sexual Orientation

Police Staff

Sexual Orientation	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Gay / Lesbian / Bisexual	0	0.0%	0	0.0%
Heterosexual	72	80.0%	67	80.7%
Not Stated	9	10.0%	9	10.8%
Prefer not to say	9	10.0%	7	8.4%
Total	**90**	**100.0%**	**83**	**100.0%**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Sexual Orientation	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Gay / Lesbian / Bisexual	0	0.0%	0	0.0%
Heterosexual	10	76.9%	10	76.9%
Not Stated	3	23.1%	3	23.1%
Prefer not to say	0	0.0%	0	0.0%
Total	**13**	**100.0%**	**13**	**100.0%**

Police Officers

Sexual Orientation	Number of Applications Received	% of all Applications Received	Number of Applications Approved	% of all Applications Approved
Gay / Lesbian / Bisexual	2	2.6%	2	2.6%
Heterosexual	63	81.8%	63	81.8%
Not Stated	6	7.8%	6	7.8%
Prefer not to say	6	7.8%	6	7.8%
Total	**77**	**100.0%**	**77**	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Career Break

South Wales Police Workforce	Number on Career Break
All	**30**

Career Break – Age

Police Staff*

Age Group	% of all Police Staff
18 to 24	18.2%
25 to 44	27.3%
45 to 64	54.5%
65 +	0.0%
All	**100.0%**

** Employees who are not police officers*

Police Officers

Age Group	% of all Police Officers
18 to 24	36.8%
25 to 44	52.6%
45 to 64	10.5%
65 +	0.0%
All	**100.0%**

There is 1 PCSO on a Career Break who has been included within the Police Staff figures so that they cannot be identified via age, sexual orientation, ethnicity etc.

Police Specials are not eligible to go on Career Break and therefore there are no figures to report on this section for Police Specials.

South Wales Police Workforce Information at 31st March 2014

Career Break – Disability

Police Staff

Disability Status	% of all Police Staff
Disabled	0.0%
Not Disabled	72.7%
Unknown/Not Stated	27.3%
Prefer not to say	0.0%
All	**100.0%**

** Employees who are not police officers*

Police Officers

Disability Status	% of all Police Officers
Disabled	0.0%
Not Disabled	84.2%
Unknown/Not Stated	15.8%
Prefer not to say	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Career Break – Ethnicity

Police Staff*

Ethnic Origin	% of all Police Staff
Asian	0.0%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.0%
Not Stated	9.1%
White	90.9%
All	**100.0%**

** Employees who are not police officers*

Police Officers

Ethnic Origin	% of all Police Officers
Asian	0.0%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.0%
Not Stated	5.3%
White	94.7%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Career Break – Gender

Police Staff*

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

** Employees who are not police officers*

Police Officers

Gender	% of all Police Officers
Female	63.2%
Male	36.8%
Other	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Career Break – Religion

Police Staff*

Religion	% of all Police Staff
Buddhist	0.0%
Christian	54.5%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	0.0%
None	18.2%
Prefer not to say	0.0%
Unknown/Not Stated	27.3%
All	**100.0%**

** Employees who are not police officers*

Police Officers

Religion	% of Police Officers
Buddhist	0.0%
Christian	42.1%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	10.5%
None	31.6%
Prefer not to say	10.5%
Unknown	5.3%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Career Break – Sexual Orientation

Police Staff

Sexual Orientation	% of all Police Staff
Gay/Lesbian/Bisexual	18.2%
Heterosexual	45.5%
Not Stated	27.3%
Prefer not to say	9.1%
All	**100.0%**

** Employees who are not police officers*

Police Officers

Sexual Orientation	% of all Police Officers
Gay/Lesbian/Bisexual	5.3%
Heterosexual	78.9%
Not Stated	5.3%
Prefer not to say	10.5%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Language skills – Welsh

The Welsh Association of Chief Police Officers (WACPO) and South Wales Police have adopted the principle that in the conduct of public business and the administration of justice in Wales, the Police Service will treat the English and Welsh languages on a basis of equality.

Therefore South Wales Police ask their employees to self assess their level of Welsh as per the below guide.

Level 1	Greet, introduce and open and close conversations. Say place names, first names and signs correctly. Recognise departments, locations and ranks. Give and receive personal details. Open and close meetings and write simple requests.
Level 2	Understand essence of conversation and respond to simple requests. Convey basic information and transfer telephone calls. Partly contribute in meetings. Write simple notes of request.
Level 3	Understand much in an office or meeting. Take details and pass on messages. Converse partly in Welsh and respond to general enquiries over the phone and face to face. Present partly in Welsh at meetings. Write informal memos and e-mails and deal with routine requests.
Level 4	Contribute effectively and provide presentations in meetings. Deal with complex enquiries and complaints. Interview or question in the course of an investigation. Deal confidently with hostile questions and confrontations. Write reports and make full and accurate notes.
Level 5	Contribute effectively and provide presentations in meetings. Deal with complex enquiries and complaints. Interview or question in the course of an investigation. Deal confidently with hostile questions and confrontations. Write reports and make full and accurate notes. Interview applicants for posts and assess suitability.
	No Welsh language ability

Welsh Level	Staff	Officers	PCSO	Specials	Total
Level 1	390	566	125	5	1086
Level 2	54	107	17	1	179
Level 3	51	100	14	1	166
Level 4	13	53	8		74
Level 5	46	46	10	3	105
Total	**554**	**872**	**174**	**10**	**1610**

Language skills – Other Languages

South Wales Police also recognise employees proficiency in various skills and abilities. The below tables detail languages and the requisite skill levels as recorded by the employees themselves.

Police Staff*

Language	'A' level	Above Average Knowledge	Above Basic	B/Level 2	Basic	Conversation	Degree	Fluent	Working Knowledge	Total
Arabic					1					1
Bengali			1							1
Dutch	1							1		2
French	8	1	6	1	25	8		4	1	54
German	2	1	2		9	2				16
Greek								1		1
Italian		1	1					1	1	4
Japanese							1			1
Latin					1					1
Maltese		1						1		2
Mandarin							1	1		2
Norwegian					1					1
Punjab								3		3
Russian		1								1
Spanish	3		4		4					11
Urdu			1		1			1		3
Total	**14**	**5**	**15**	**1**	**42**	**10**	**2**	**13**	**2**	**104**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Language	'A' level	Above Basic	B/Level 2	Basic	Conversation	Fluent	Total
Arabic					1		1
French	2	5	1	6			14
German	1	1		5			7
Hindu						1	1
Portugese						1	1
Punjab						1	1
Spanish		1		4			5
Total	**3**	**7**	**1**	**15**	**1**	**3**	**30**

Police Officers

Language	'A' level	Above Average Knowledge	Above Basic	B/Level 1	Basic	Conversation	Degree	Fluent	Limited	T/Level 2	Working Knowledge	Total
Afrikaans								3				3
Arabic					2				1			3
Baluchi								1				1
Bengali								4	1			5
Brohi								1				1
Cantonese								2				2
Chinese								2				2
Danish									1			1
Dutch								1				1
French	13	2	5		117	8	4	2	1	1	3	156
Gaelic	1											1
German	5	2	5		39	5	1	5	1			63
Greek					2							2
Gujerati								1				1
Hindu		1										1
Italian					6	1	2	1				10
Japanese					1							1
Korean					1							1
Latin					1							1
Mandarin					1							1
Norwegian					1				1			2
Portugese					1							1
Punjab						1		1	1			3
Russian					1		1					2
Slovak					1							1
Spanish	6		3	1	20	5	1	6	1	1		44
Swahili					1			1				2
Swedish					1				1			2
Tamil		1										1
Turkish						1						1
Urdu						1		2				3
Total	**25**	**6**	**13**	**1**	**196**	**22**	**9**	**33**	**9**	**2**	**3**	**319**

Police Specials

Language	'A' level	Basic	Fluent	Total
French	1	2		3
German		2		2
Turkish			1	1
Total	**1**	**4**	**1**	**6**

South Wales Police Workforce Information at 31st March 2014

Grievances Raised

Police Staff*

Category	% of all Police Staff	Number of Grievances raised
Age Discrimination Grievances Raised	0.0%	0
Gender Discrimination Grievances Raised	0.0%	0
Disability Discrimination Grievances Raised	0.0%	0
Bullying Grievances Raised	40.0%	4
Other Category for Grievances i.e. Application of Policy	60.0%	6
Total Grievances Raised	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Category	% of all PCSOs	Number of Grievances raised
Age Discrimination Grievances Raised	0.0%	0
Gender Discrimination Grievances Raised	0.0%	0
Disability Discrimination Grievances Raised	0.0%	0
Bullying Grievances Raised	33.3%	1
Other Category for Grievances i.e. Application of Policy	66.7%	2
Total Grievances Raised	**100.0%**	**3**

Police Officers

Category	% of all Police Officers	Number of Grievances raised
Age Discrimination Grievances Raised	0.0%	0
Gender Discrimination Grievances Raised	0.0%	0
Disability Discrimination Grievances Raised	0.0%	0
Bullying Grievances Raised	41.7%	5
Other Category for Grievances i.e. Application of Policy	58.3%	7
Total Grievances Raised	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Grievances Received - Age

Police Staff*

Age	% of all Police Staff	Number of Grievances Received
18-24	10.0%	1
25-44	10.0%	1
45-64	60.0%	6
65+	20.0%	2
Total	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Age	% of all PCSOs	Number of Grievances Received
18-24	16.7%	2
25-44	25.0%	3
45-64	58.3%	7
65+	0.0%	0
Total	**100.0%**	**12**

Police Officers

Age	% of all Police Officers	Number of Grievances Received
18-24	16.7%	2
25-44	25.0%	3
45-64	58.3%	7
65+	0.0%	0
Total	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Grievances – Disability

Police Staff*

Disability Status	% of all Police Staff Grievances	Number of Grievances Received
Disabled	0.0%	0
Not Disabled	50.0%	5
Not stated	40.0%	4
Prefer not to say	10.0%	1
Total	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Disability Status	% of all PCSO Grievances	Number of Grievances Received
Disabled	0.0%	0
Not Disabled	0.0%	0
Not stated	100.0%	3
Total	**100.0%**	**3**

Police Officers

Disability Status	% of all Police Officer Grievances	Number of Grievances Received
Disabled	0.0%	0
Not Disabled	75.0%	9
Not stated	16.7%	2
Prefer not to say	8.3%	1
Total	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Grievances – Ethnicity

Police Staff

Ethnicity	% of all Police Staff Grievances	Number of Grievances Received
Asian	0.0%	0
Black	0.0%	0
Chinese or Other Ethnic	0.0%	0
Mixed	0.0%	0
White	100.0%	10
Not stated	0.0%	0
Unknown	0.0%	0
All	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Ethnicity	% of all PCSO Grievances	Number of Grievances Received
Asian	0.0%	0
Black	0.0%	0
Chinese or Other Ethnic	0.0%	0
Mixed	0.0%	0
White	66.7%	2
Not stated	33.3%	1
Unknown	0.0%	0
All	**100.0%**	**3**

Police Officers

Ethnicity	% of all Police Officer Grievances	Number of Grievances Received
Asian	8.3%	1
Black	0.0%	0
Chinese or Other Ethnic	0.0%	0
Mixed	0.0%	0
White	91.7%	11
Not stated	0.0%	0
Unknown	0.0%	0
All	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Grievances – Gender

Police Staff*

Gender	% of all Police Staff Grievances	Number of Grievances Received
Male	40.0%	4
Female	60.0%	6
Other	0.0%	0
Total	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Gender	% of all PCSO Grievances	Number of Grievances Received
Male	100.0%	3
Female	0.0%	0
Other	0.0%	0
Total	**100.0%**	**3**

Police Officers

Gender	% of all Police Officer Grievances	Number of Grievances Received
Male	58.3%	7
Female	41.7%	5
Other	0.0%	0
Total	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Grievances – Religion

Police Staff*

Religion	% of all Police Staff Grievances	Number of Grievances Received
Christian	30.0%	3
Buddhist	0.0%	0
Sikh	0.0%	0
Other	30.0%	3
None	10.0%	1
Prefer not to say	10.0%	1
Not stated	20.0%	2
Total	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Religion	% of all PCSO Grievances	Number of Grievances Received
Christian	0.0%	0
Buddhist	0.0%	0
Sikh	0.0%	0
Other	0.0%	0
None	0.0%	0
Prefer not to say	0.0%	0
Not stated	100.0%	3
Total	**100.0%**	**3**

Police Officers

Religion	% of all Police Officer Grievances	Number of Grievances Received
Christian	58.3%	7
Buddhist	8.3%	1
Sikh	0.0%	0
Other	0.0%	0
None	16.7%	2
Prefer not to say	0.0%	0
Not stated	16.7%	2
Total	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Grievances – Sexual Orientation

Police Staff*

Sexual Orientation	% of all Police Staff Grievances	Number of Grievances Received
Gay/Lesbian/Bisexual	0.0%	0
Heterosexual	80.0%	8
Not Stated	10.0%	1
Prefer not to say	10.0%	1
Total	**100.0%**	**10**

** Employees who are not police officers or PCSOs*

Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSO Grievances	Number of Grievances Received
Gay/Lesbian/Bisexual	0.0%	0
Heterosexual	0.0%	0
Not Stated	100.0%	3
Prefer not to say	0.0%	0
Total	**100.0%**	**3**

Police Officers

Sexual Orientation	% of all Police Officer Grievances	Number of Grievances Received
Gay/Lesbian/Bisexual	8.3%	1
Heterosexual	83.3%	10
Not Stated	8.3%	1
Prefer not to say	0.0%	0
Total	**100.0%**	**12**

South Wales Police Workforce Information at 31st March 2014

Recorded disciplinaries against South Wales Police Employees

Disciplinaries by Age

Age Group	% of all Complainants
18 to 24	0.0%
25 to 44	68.2%
45 to 64	31.8%
65 +	0.0%
Total	**100.0%**

Disciplinaries by Disability & Disciplinary by Ethnic Origin

This information has not been collated and is not available via the computerised system.

Disciplinaries by Gender

Gender	% of all Complainants
Male	72.7%
Female	27.3%
Other	0.0%
Total	**100.0%**

Disciplinaries by Religion

Religion	% of all Complainants
Buddhist	0.0%
Christian	40.9%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	4.5%
Other	0.0%
None	36.4%
Prefer not to say	13.6%
Unknown/Not Stated	4.5%
Total	**100.0%**

South Wales Police Workforce Information at 31st March 2014

Disciplinaries by Sexual Orientation

Sexual Orientation	% of all Complainants
Gay/Lesbian/Bisexual	0.0%
Heterosexual	100.0%
Not Stated	0.0%
Prefer not to say	0.0%
Total	**100.0%**

8. Diversity Training

South Wales Police provide 'stand alone' Diversity training in the following areas for their officers and staff. This portfolio includes programmes and courses such as Hate Crime Prosecutors, Leadership and People and the Positive Action Leadership Programme, tailored for under represented staff in the organisation. Other Diversity themed packages outlined also include '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

Leadership and People is a three day interactive course for middle management (police officers and staff) that enhances attendees' 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.

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. Topics included in this course 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 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 students' understanding and gain insight into engagement, beliefs and cultural practices.

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.

Public Service Centre (PSC) Equality and Diversity

New recruits to the Public Service Centre undertake a two day equality and diversity course as part of their initial training. Day 1 looks at some of the theory and models associated with equality and diversity practice, whilst day 2 sees students meet members of our diverse communities.

The table shows the diversity related courses that were held in 2013/14.

Employee Diversity Training April 2013 - March 2014

Name of Course	Number of Police Officers Trained *This includes Specials*	Number of Police Staff Trained *This includes PCSOs*	Total Employees Trained
Being a Leader *(Integrated Diversity Day)*	77	19	96
PSC Equality and Diversity	0	26	26
Leadership and People	27	46	73
Positive Action Leadership Programme *Collaboration with Welsh Forces*	10	4	14
Policing Complex Communities	19	14	33
Masterclass: Policing Hate Crime	25	6	31
Police Officers Initial Training *Integrated Diversity*	44		44
PCSO Training *Integrated Diversity*	19		19
NCALT Introduction to Diversity mandatory course	433	561	994
NCALT Mental Ill Health and Disability Awareness	1398	490	188

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 2013 - March 2014

Training Course	Description
Coaching for Performance	This two 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.
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. Firearms 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.

[6] Service Delivery Information is provided for fiscal years, e.g. 2013-14 refers to the period from 1st April 2013 to 31st March 2014

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 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 booklets and Guides to internally promote equality across the protected characteristics. The series of booklets focus on the achievements of people who have succeeded regardless of their protected characteristic. These booklets are available to view in hard copy on staff notice boards throughout the Force and in electronic format on the Equality & Diversity intranet pages.

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 2013 – March 2014

Date	Event	Location	Audience	Lead
April ‘13	Hosted Stonewall’s Workplace Seminar on Career Development	HQ	Staff and Stonewall Diversity Champions	Internal Equality and Diversity
April ‘13	Human Rights Event: Memory, Dedication & Community hosted by South Wales Police & Neath Port Talbot College	Neath	South Wales Police personnel and Staff and Students from Neath Port Talbot College	Internal Equality and Diversity
May ‘13	Promotion of International Day Against Homophobia (IDAHO) via podcast uploaded on staff intranet and participation in Stonewall’s *It Gets Better* Campaign DVD uploaded on internet	Force wide	Staff and Community	Internal Equality and Diversity
May ‘13	National Day of Prayer for the Police Service (hosted by the Christian Police Association)	HQ	Staff and Community	Internal Equality and Diversity
June ‘13	Equality Information published with data for period April ’12 to March ‘13	N/A	Staff and Community	Internal Equality and Diversity
June ‘13	Focus groups held to discuss changes in the police service and impact on		Staff	Internal Equality & Diversity

Date	Event	Location	Audience	Lead
	female police officers (hosted by the Female Police Association)			
June ‘13	Swansea Pride	Swansea	Community	External Equality and Diversity
July ‘13	Mental Health Event (hosted by Female Police Association)	Cardiff	Staff	Internal Equality and Diversity
August ‘13	Mardi Gras	Cardiff	Community	External Equality and Diversity
August ‘13	Awareness event for Female police officers on roles within Firearms Unit	Bridgend	Staff	Joint Firearms Unit
September ‘13	Mental Health Event (hosted by Female Police Association)	HQ	Staff	Internal Equality and Diversity
September ‘13	Promotion of bisexual issues and Bi Visibility Day	Force wide	Staff	Internal Equality and Diversity
October ‘13	Attainment of continued usage of Disability Two Tick Symbol	N/A	N/A	Internal Equality and Diversity
October ‘13	Number of disability awareness promotions published internally	N/A	Staff	Internal Equality and Diversity
October ‘13	Promotion of Black History Month through an information	N/A	Staff	Internal Equality and Diversity

Date	Event	Location	Audience	Lead
	booklet for staff			
October ‘13	Hinduism in modern Wales event (hosted by Black Police Association & National Hindu Council of Wales)	The Senedd, Cardiff	Staff and Community	Internal Equality & Diversity
October ‘13	Harvest Thanksgiving Service (hosted by Christian Police Association)	HQ	Staff	Internal Equality & Diversity
October ‘13	First regional meeting of Christian Police Association branches (hosted by South Wales Police CPA)	HQ	Members of Christian Police Association	Internal Equality & Diversity
November ‘13	Disability Seminar – focus on mental health and living with chronic pain (hosted by Ability Support Network)	Bridgend	Staff	Internal Equality and Diversity
December ‘13	Promotion of UK Disability History Month through an information booklet for staff	Force wide	Staff	Internal Equality and Diversity
December ‘13	Christmas Carol Service (hosted by Christian Police Association)	HQ	Staff	Internal Equality and Diversity
December ‘13	Circulation of Religion and Belief calendars	Force wide	Community	Internal Equality and Diversity

Date	Event	Location	Audience	Lead
January ‘14	Holocaust Memorial Event	HQ	Staff and Partner organisations	Internal Equality and Diversity
January ‘14	Healthy Living Seminar (hosted by Female Police Association)	HQ	Staff	Internal Equality and Diversity
February ‘14	Promotion of LGBT History Month through an information booklet for staff on LGB & T History Timeline	N/A	Staff	Internal Equality and Diversity
February ‘14	Leadership café (hosted by Female Police Association)	Cardiff	Staff	Internal Equality and Diversity
March ‘14	Awareness event for Female police officers on specialist police roles in the Force	Bridgend	Staff	Internal Equality & Diversity
March ‘14	Positive Action Familiarisation events for recruitment into the Public Service Centre	HQ	Community	Human Resources

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. An example of the way 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
BME and Gender representation in the workforce	South Wales Police is under-represented in respect of ethnicity compared to the local population and female officers at South Wales Police are also under-represented at senior ranks	South Wales Police aim to employ a representative workforce that reflects the makeup of our communities in order that we fully understand and are able to respond to our communities' needs. This year, a new strategic equality objective has been added to the existing equality objectives as set out within the Force Strategic Equality Plan 2012 – 2016 to address the issue of workforce representation and focus recruitment, retention and progression activity, particularly for BME and female officers and staff.

Improvement of data

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 continue to work to identify gaps and have already addressed some gaps where practicable. We will work to address outstanding gaps in data over time.

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

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

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
www.southwalescommissioner.org.uk

Twitter: @swpolice
@commissionersw