South Wales Police

Equality Information

June 2015

POSITIVE ABOUT DISABLED PEOPLE
GADARN O BLAID ANABL · YN

South Wales
Police and Crime Commissioner
Comisiynydd yr Heddlu a Throseddu
De Cymru

SOUTH WALES POLICE
HEDDLU DE CYMRU

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Introduction

A. 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, 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 South Wales Police mission is 'Keeping South Wales Safe' and our vision is to 'be the best at understanding and responding to our communities' needs'. The mission and vision is shared by the Chief Constable and the Police & Crime Commissioner.

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 2013 – 31st March 2014.Information has been updated in June 2015 to include a full year of data from 1st April 2014 to 31st March 2015.

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.

B. The Profile of South Wales Policeand 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 distribution 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 they possessed some knowledge of spoken or written Welsh. Census 2011 data showed that 22.9% of residents within the policing area identified themselves as having a long term illness which affected their day to day activities.

In South Wales, unemployed economically active people[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.

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 theUK. Government Actuaries, however, estimate that 6% of the population are gay, lesbian or bisexual[4].

[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

C. Introduction from the South Wales Police and Crime Commissioner

I published my Police & Crime Reduction Plan in April 2013 and during the last two years 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'.

Within this Priority area, the encouragement of hate incident reporting is emphasised, as is the need to ensure that the victim satisfaction of those reporting hate incidents should increase. The Plan also commits 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. For example, in 2014 we completed a joint 'thematic review' of Black & Minority Ethnic Recruitment, Progression & Retention, and this has led to the development of a three-year Action Plan to progress this important issue across South Wales Police. In 2015 we will conduct a similar review into gender issues.

The Police & Crime Reduction 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 and we have made significant progress in its first year. The Plan was developed following a comprehensive 'thematic review' we jointly undertook on tackling violence against women and girls in South Wales Police. The review highlighted many areas of good practice, but also areas where there should be a focus on improvement – including through partnership working. During the last year we have built strong links with partners and have developed innovative projects to encourage the reporting of domestic abuse, particularly for example in the Health sector.

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

D. General Statistical Notes To Help Interpret The Tables

1. Service Delivery Information is provided for fiscal years, e.g. 2014-15 refers to the period from 1st April 2014 to 31st March 2015.

2. Many tables show data by Basic Command Units (BCUs). South Wales Police is split into 4 Areas or BCUs. These are geographical boundaries along which operational policing duties are divided. The four areas are:

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

3. Workforce Information is as at 31st March 2015. This information is shown for four groups of staff

    - Police Officers
    - Police Staff (employees who are not police officers or PCSOs)
    - Police Community Support Officers (PCSOs)
    - Police Specials (volunteer members of the public who when on duty wear a uniform and have full police powers).

4. Crime data for the fiscal year 2014-15 shows marked increases. The reason for this is the introduction In April 2014of a process known as ‘criming at source’. Prior to April 2014 most reported incidents were only recorded as a crime once an officer had attended the scene, investigated the incident and determined whether a crime had been committed. Now crimes are recorded as they are described by the member of public at the time they report it. This gives an immediate classification enabling an immediate response. This also means thatthe number of incidents recorded will be closer to actual levels of crime. Her Majesty’s Inspectorate’s highlights this approach as “good practice” and meets most closely the requirements of the National Crime Recording Standard.

5. 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.

6. The population data used is from the 2011 Census.

7. This is the fourth 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.

8. 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.

Equality data is used to inform priorities for South Wales Police and the South Wales Police and Crime Commissioner.

Equality Information

1. Victims of Crime

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

Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	16,081	31,652	13,752	23,043	84,528
2013-14	16,127	30,006	13,728	22,271	82,132
2014-15	18,539	31,868	14,893	24,088	89,388
% Change 2013-14 to 2014-15*	**15.0%**	**6.2%**	**8.5%**	**8.2%**	**8.8%**

** the increase reflects the impact of criming at source (section D refers)*

Victims of Crime**

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	10,364	21,323	8,786	15,216	55,689
2013-14	9,800	19,038	8,680	13,864	51,382
2014-15	11,362	19,826	9,155	14,946	55,289
% Change 2013-14 to 2014-15	**15.9%**	**4.1%**	**5.5%**	**7.8%**	**7.6%**

***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.*

Victims of Crime by Age Group in 2014-15

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	1.6%	1.1%	1.1%	1.2%	1.2%
10 - 17	6.9%	5.4%	7.5%	6.0%	6.2%
18 - 24	14.5%	21.3%	13.6%	16.3%	17.3%
25 - 44	41.7%	43.4%	39.0%	40.9%	41.6%
45 - 65	26.7%	22.6%	29.1%	27.0%	25.7%
65+	7.6%	5.4%	8.7%	7.9%	7.1%
Unknown/Not Stated	1.0%	0.9%	0.9%	0.7%	0.9%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

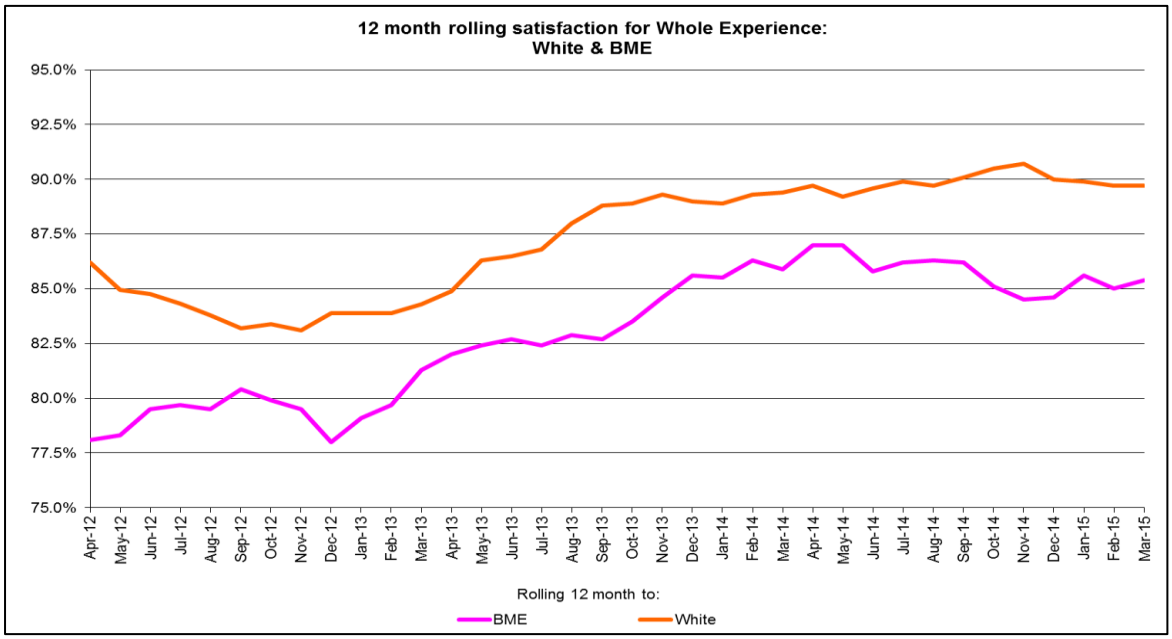
Victims of Crime by Ethnicity in 2014-15

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.6%	2.8%	0.7%	1.1%	1.5%
Black	0.2%	1.4%	0.3%	0.4%	0.7%
Chinese or Other	0.4%	0.7%	0.3%	0.4%	0.5%
Mixed	0.1%	1.0%	0.3%	0.3%	0.5%
White	46.8%	38.3%	45.7%	42.4%	42.4%
Unknown/Not Stated	51.8%	55.9%	52.7%	55.5%	54.4%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Victims of Crime by Gender in 2014-15

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	48.9%	46.4%	50.0%	46.5%	47.5%
Male	50.2%	52.7%	49.3%	52.8%	51.7%
Other	0.1%	0.1%	0.1%	0.1%	0.1%
Unknown/Not Stated	0.8%	0.8%	0.7%	0.6%	0.7%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Victim Satisfaction With Service Provided



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 and Hate Crime features prominently in the South Wales Police 'Police and Crime Reduction Plan' and in the Joint Equality Action Plan 2015 - 2018. There is a clear emphasis on the need to increase hate crime reporting and hate crime victim satisfaction.

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.

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.

South Wales Police and the Crown Prosecution Service and other partners have a regular Hate Crime Scrutiny Panel which review hate crime incidents to establish organisational learning.

A Hate Crime Position Paper was completed in March 2015 which in conjunction with Strategic Papers on dealing with Hate Crime published by the College of Policing and the Welsh Government is being used as the basis of a strategic plan to deal with Hate Crime over the next two years.

Hate Crimes and Incidents

The following tables 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**		
Year	**2013-14**	**2014-15**	**% Change**	**2013-14**	**2014-15**	**% Change**
Race	1,530	1,572	2.7%	878	1,102	25.5%
Sexual Orientation	312	376	20.5%	161	240	49.1%
Disability	276	286	3.6%	100	137	37.0%
Religion and Belief	99	98	-1.0%	56	66	17.9%
Transgender	61	49	-19.7%	29	25	-13.8%
Hate*	**2,175**	**2,285**	**5.1%**	**1,160**	**1,501**	**29.4%**

** 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.*

***the increase reflects the impact of criming at source (section D refers)*

Race Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	244	609	157	408	1,418
2013-14	303	664	160	403	1530
2014-15	353	696	147	376	1,572
% Change 2013-14 to 2014-15	**16.5%**	**4.8%**	**-8.1%**	**-6.7%**	**2.7%**

Sexual Orientation Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	74	97	39	91	290
2013-14	73	111	44	83	310
2014-15	104	134	52	86	376
% Change 2013-14 to 2014-15	**	**	**	**	**21.3%**

***The percentages have not been provided as they are not meaningful with small numbers*

Religion and Belief Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	5	22	2	18	46
2013-14	14	36	12	37	95
2014-15	23	42	10	23	98
% Change 2013-14 to 2014-15	**	**	**	**	**3.2%***

**The percentages should be interpreted with caution due to small numbers*
***The percentages have not been provided as they are not meaningful with small numbers*

Disability Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	63	43	42	113	260
2013-14	101	65	37	73	273
2014-15	115	75	40	56	284
% Change 2013-14 to 2014-15	**	**	**	**	**4.0%**

***The percentages have not been provided as they are not meaningful with small numbers*

Transgender Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	9	11	7	9	35
2013-14	9	11	13	28	61
2014-15	10	19	8	12	49
% Change 2013-14 to 2014-15	**	**	**	**	**-19.7%***

**The percentage should be interpreted with caution due to small numbers*
***The percentages have not been provided as they are not meaningful with small numbers*

Hate Crime Offences

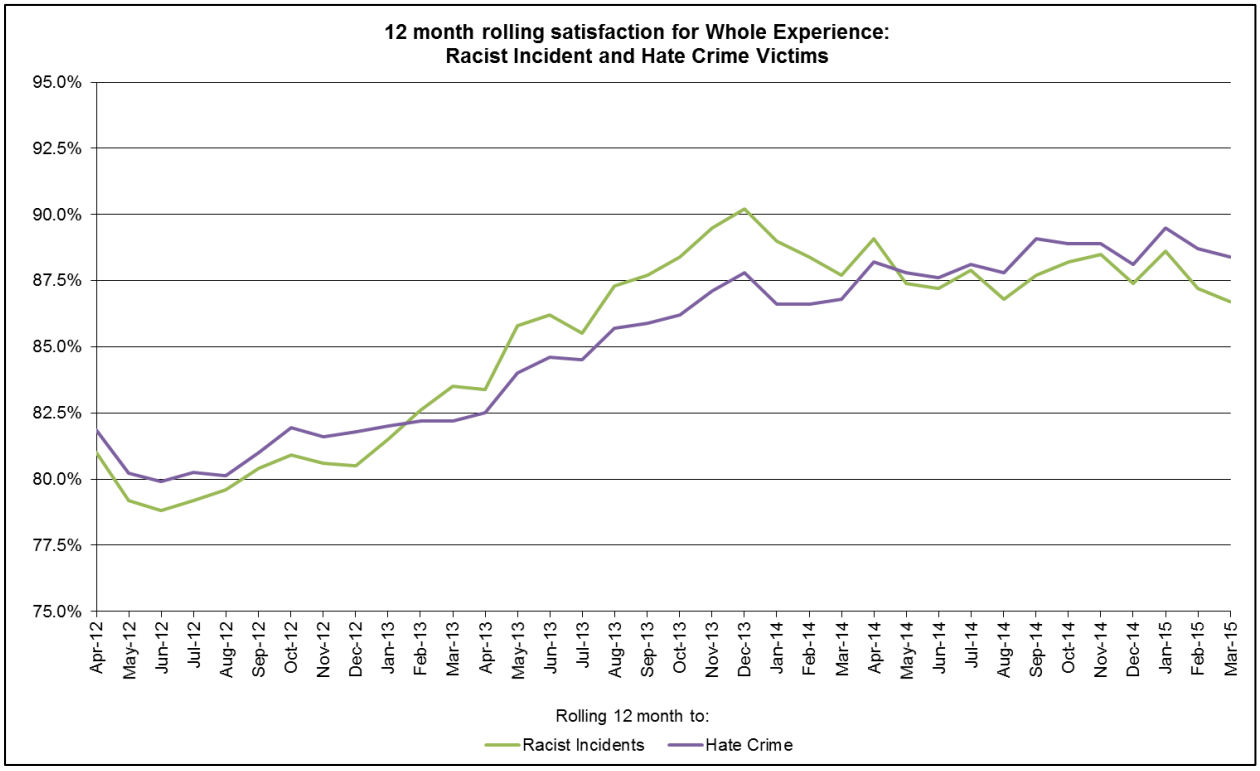
The following hate related incidents met the Home Office Counting Rules definition of a criminal offence.

Year	2013-14	2014-15	% Change*
Violence against the person	987	1,278	29.5%
Sexual offence	3	4	**
Robbery	4	4	**
Burglary of dwelling	3	6	**
Burglary of other premises	0	2	**
Theft of motor vehicle	1	0	**
Theft from motor vehicle	3	3	**
Other theft	20	16	**
Criminal damage	131	167	27.5%
Other drugs offence	0	1	**
Other notifiable offences	8	20	**
Total	**1160**	**1501**	**29.4%**

** the increase reflects the impact of criming at source (section D refers)*
***The percentages have not been provided as they are not meaningful with small numbers*

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

"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, forced marriage and female genital mutilation (FGM).

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

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 family members 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. The Anti Social Behaviour, Crime and Police Act 2014made forced marriage and breaching a forced marriage protection order become criminal offences. The provisions on forced marriage came into force in June 2014.

South Wales Police recognises honour based violence and forced marriage as fundamental breaches of Human Rights and has specific honour based violence and forced marriage risk assessment and safety planning processes.

South Wales Police is committed to:

- Developing responses to domestic abuse 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 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

In the last year, South Wales Police has implemented the Domestic Violence Disclosure Scheme, the principle aim of which is to introduce recognised and consistent procedures for disclosing information which will enable a person to make an informed choice about whether and how to take forward a relationship with a previously violent individual, allowing victims to safeguard themselves and their children.

Additionally, Domestic Violence Protection Notice/ Orders (DVPN/O) have been introduced, which provide protection to victims by enabling the police and magistrates to put in place protection measures in the immediate aftermath of a domestic violence incident. South Wales Police now applies for such orders in cases where appropriate.

Specialist training is provided to a number of officers in key roles.The training enables officers to identify honour based violence and forced marriage cases, conductrisk assessments and give tactical advice to supervisors and managers on case management and investigation and victim support measures.

Comprehensive Guidance and Procedures are published for all personnel involved in the investigation and management of cases of domestic abuse, honour based violence and forced marriage and in responding to the needs of victims.

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 victims.

In 2015, the 'South Wales Police Plan for Tackling Violence Against Women & Girls' was launched. This includes a comprehensive 3-year action plan to improve early identification and encourage prevention of violence against women and girls. It also focuses on improving the victim-centred response. The Plan was developed jointly by the Commissioner and Chief Constable in recognition of the disproportionate impact that domestic abuse, sexual violence, 'honour' based violence, forced marriage and female genital mutilation has on women and girls.

Domestic Abuse Crimes by Force and Basic Command Unit (BCU)

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

Domestic Abuse Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	1,653	1,931	1,175	1,811	6,570
2013-14	1,792	2,072	1,481	1,925	7,270
2014-15	2,405	2,629	1,762	2,583	9,396
% Change 2013-14 to 2014-15*	**34.2%**	**26.9%**	**19.0%**	**34.2%**	**29.2%**

** the increase reflects the impact of criming at source (section D refers)*

Victims of Domestic Abuse Crime

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	1,107	1,291	816	1,209	4,423
2013-14	1,423	1,672	1,176	1,553	5,824
2014-15	1,891	2,091	1,404	2,013	7,399
% Change 2013-14 to 2014-15	**32.9%**	**25.1%**	**19.4%**	**29.6%**	**27.0%**

Victims of Domestic Abuse Crime by Age Group in 2014-15

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 16	3.4%	5.5%	3.6%	3.4%	4.0%
16 - 17	2.6%	3.3%	3.6%	2.7%	3.0%
18 - 24	20.5%	24.0%	21.9%	19.6%	21.5%
25 - 44	53.7%	50.7%	48.2%	53.0%	51.6%
45 - 64	16.4%	13.9%	19.7%	18.1%	16.8%
65+	3.0%	2.4%	2.6%	3.0%	2.7%
Unknown/Not Stated	0.4%	0.2%	0.2%	0.2%	0.3%
Total	**100%**	**100%**	**100%**	**100%**	**100%**

Victims of Domestic Abuse Crime by Ethnicity in 2014-15

Self-Defined Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.1%	2.5%	0.6%	0.7%	1.0%
Black	0.2%	1.5%	0.1%	0.3%	0.6%
Chinese or Other	0.1%	1.4%	0.5%	0.3%	0.6%
Mixed	0.3%	0.5%	0.1%	0.3%	0.3%
White	55.1%	49.1%	54.6%	52.6%	52.6%
Unknown/Not Stated	44.3%	45.0%	44.1%	45.8%	44.8%
Total	**100%**	**100%**	**100%**	**100%**	**100%**

Victims of Domestic Abuse Crime by Gender in 2014-15

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	77.7%	77.7%	75.0%	77.3%	77.1%
Male	22.3%	22.3%	25.0%	22.7%	22.9%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Honour Based Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2012-13	3	35	0	15	53
2013-14	2	57	4	13	76
2014-15	1	75	6	10	92
% Change 2013-14 to 2014-15	**	**	**	**	**21.1%***

**The percentages should be interpreted with caution due to small numbers*
***The percentages have not been provided as they are not meaningful with small numbers*

Recorded incidents of honour based violence include those where there may only be a perceived risk that an offence will be committed and where safeguarding processes have been implemented to prevent offending.

4. Stop and Search

The force began the implementation of mobile data recording of stop searches in 2013.The process is still ongoing. The transition has had a temporary impact on the quality and completeness of stop search data but progress continues to be to made improve data quality.

Stop & Search statistics are regularly reviewed and analysed through the South Wales Police Stop & Search Review Board. This is chaired by an Assistant Chief Constable and includes representation from the Police & Crime Commissioner. The Commissioner is also working to develop further scrutiny mechanisms of stop and search, including the use of community involvement in analysing completed stop & search forms.

Stop Searches - Age Group

Year	Number of Stop Searches		Stop Searches Per 1000 Population	
Age Group	**2013-14**	**2014-15**	**2013-14**	**2014-15**
10 - 17	2,856	1,743	19.0	11.6
18 - 24	5,310	3,307	46.0	28.7
25 - 44	6,233	4,351	43.8	30.6
45 - 65	1,006	721	3.0	2.1
65+	25	18	0.1	0.1
All	**16,187**	**10,502**	**71.8**	**46.6**

Note: there were 757stop searches in 2013-14 and 360 in 2014/15 which had unknown age and which are not included except in the total row. This is a result of a temporary impact on data quality during the transition to mobile data recording.

Stop Searches –Ethnicity

Year	Number of Stop Searches		Stop Searches Per 1000 Population by Age Group	
Ethnicity	**2013-14**	**2014-15**	**2013-14**	**2014-15**
Asian	312	171	7.0	3.8
Black	360	170	28.0	13.2
Chinese or Other	99	115	9.4	11.0
Mixed	222	47	12.4	2.6
White	11,884	7,279	9.8	6.0
Not Stated	1,062	1,899	N/A	N/A
Black and Minority Ethnic	993	503	11.6	5.9
All	**16,187**	**10,502**	**12.5**	**8.1**

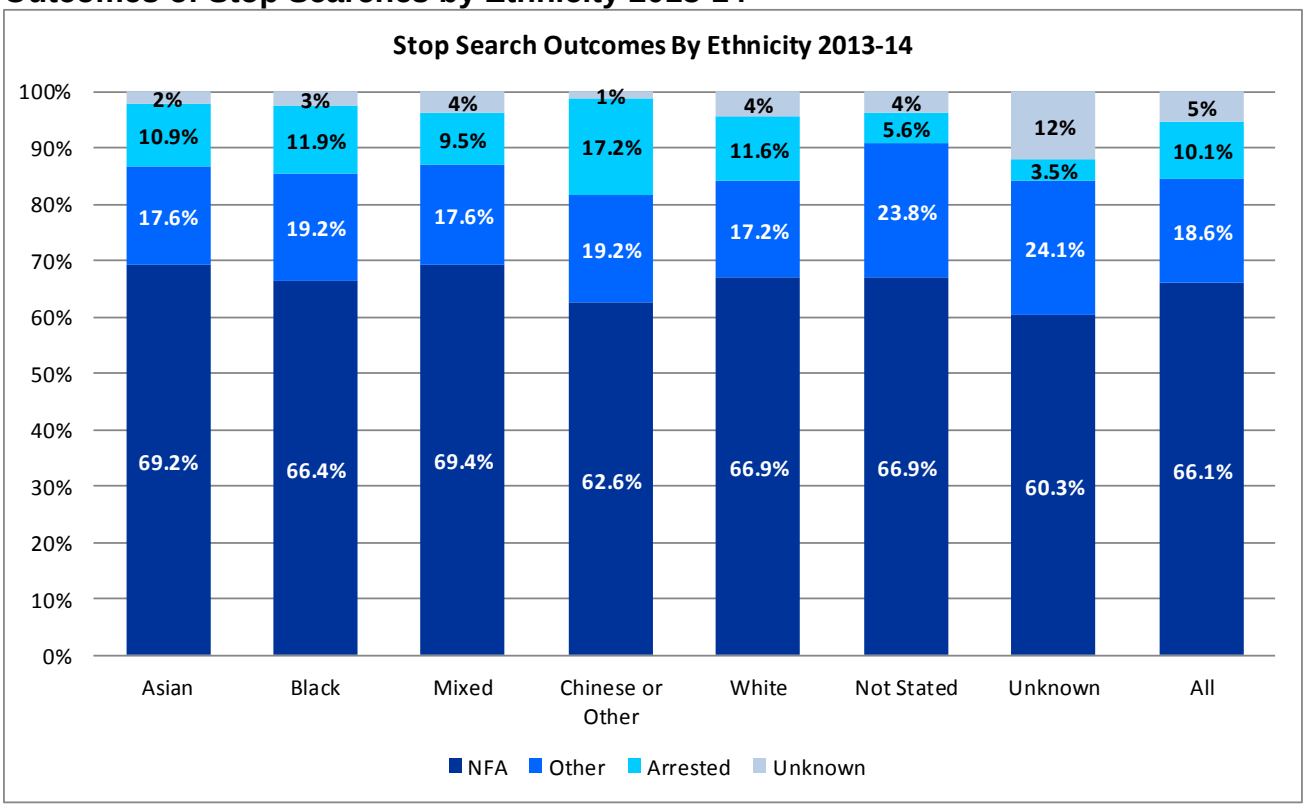
Note: There were 2,248 stop searches in 2013/14 and 821 stop searches in 2013-14 which had unknown ethnicity which are not included except in the total row. This is a result of a temporary impact on data quality during the transition to mobile data recording.

Stop Searches –Gender

Year	Number of Stop Searches		Stop Searches Per 1000 Population by Gender	
Ethnicity	**2013-14**	**2014-15**	**2013-14**	**2014-15**
Females	1,367	1,143	2.1	1.7
Males	13,980	8,968	22.0	14.1
All	**16,187**	**10,502**	**12.5**	**8.1**

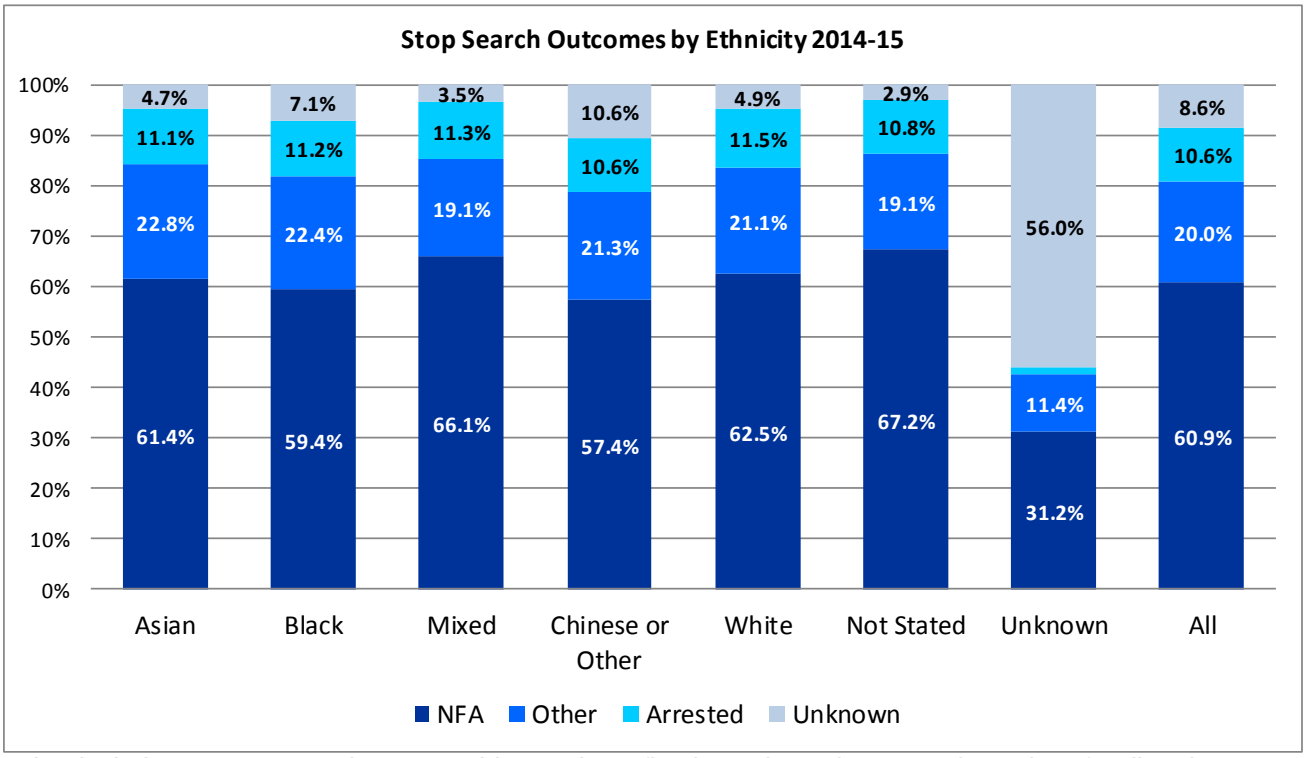
Note: There were 840 stop searches in 2013/14 and 391 stop searches in 2014-15 which had unknown gender which have not been included except in the total row. This is a result of a temporary impact on data quality during the transition to mobile data recording.

Outcomes of Stop Searches by Ethnicity 2013-14



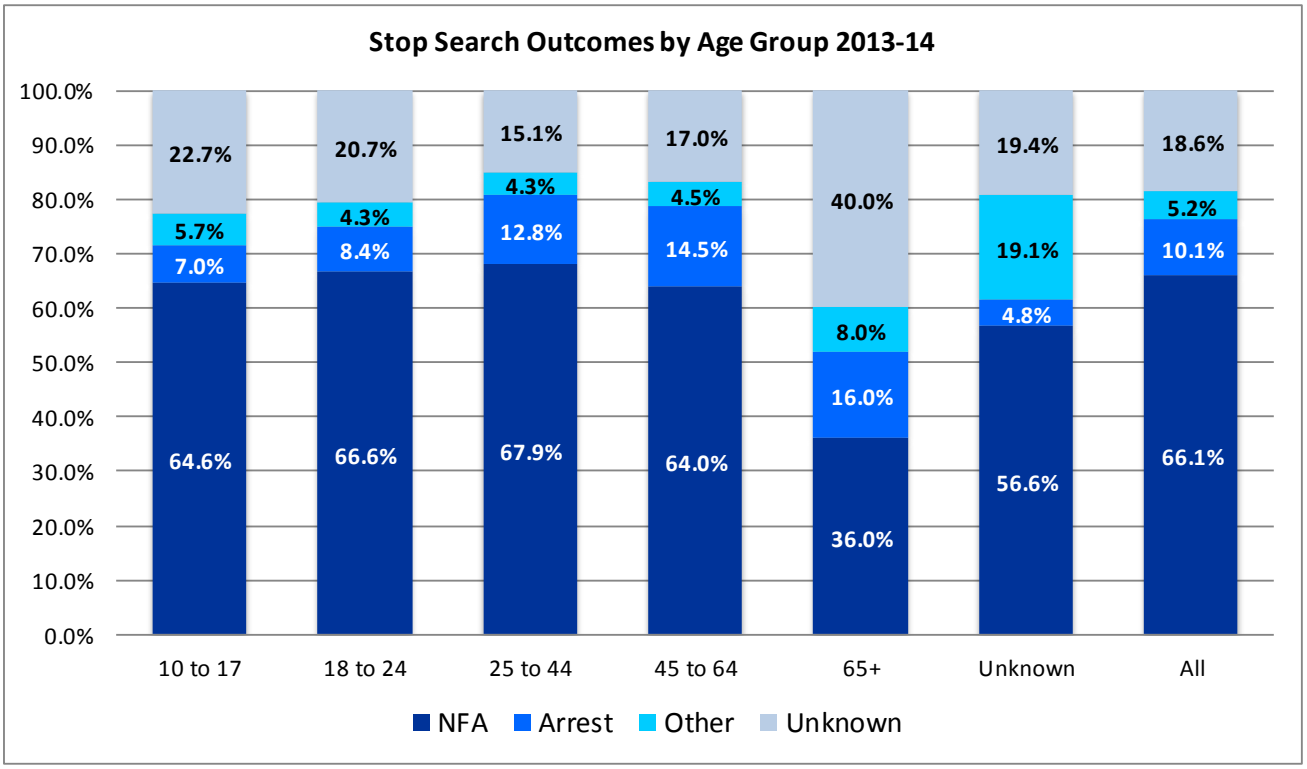
Other includes outcomes such as cannabis warnings, fixed penalty notices, penalty notices for disorder, verbal advice, reported for summons

Outcomes of Stop Searches by Ethnicity 2014-15



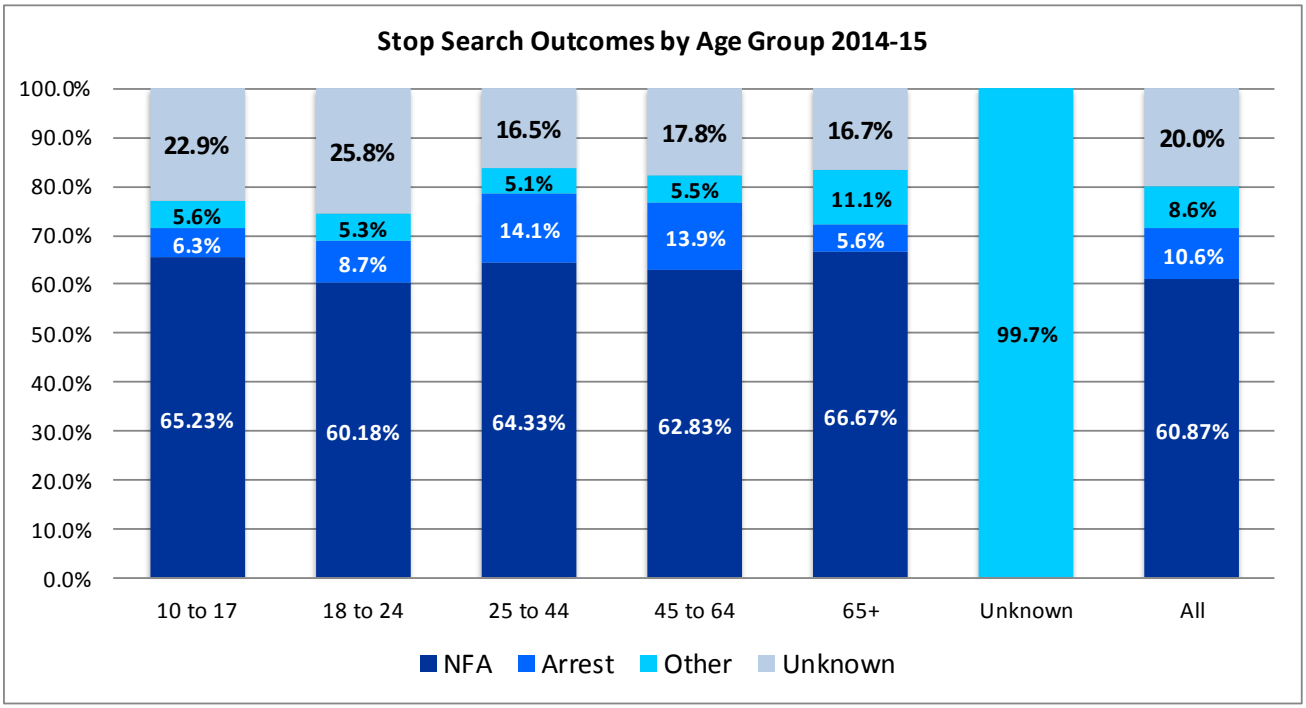
Other includes outcomes such as cannabis warnings, fixed penalty notices, penalty notices for disorder, verbal advice, reported for summons

Outcomes of Stop Searches by Age Group 2013-14



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 2014-15



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

5. Custody

Considering diverse needs in custody is one of the equality objectives in the South Wales Police Joint Equality Action Plan (2015-2018). There is need to ensure that everyone held in custody has their diverse needs met and the objective aims to further ensure that this takes place.

The Police & Crime Commissioner has also established a project to work with health bodies to reduce the number of people with mental health conditions detained in police custody by ensuring they can access more appropriate places of safety. The Commissioner and the Chief Constable are also working to support the South Wales Women's Pathfinder Project which aims to provide the most appropriate partnership response to women in the Criminal Justice System. Similarly the Commissioner is delivering a project to work to divert 18-25 year olds from the criminal justice system.

Offenders in Custody

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

Numbers by Age Group

Number Arrested by Age Group	10-17	18-20	21+	Total
2013-14	3,179	3,973	29,254	36,406
2014-15	2,866	3,502	28,073	34,441
% Change	**-9.8%**	**-11.9%**	**-4.0%**	**-5.4%**

Percentage by Age Group

% Arrested by Age Group	10-17	18-20	21+	Total
2013-14	8.7%	10.9%	80.4%	100.0%
2014-15	8.3%	10.2%	81.5%	100.0%

Numbers by Gender

Number Arrested by Gender	Female	Male	Unknown	Total
2013-14	6,686	29,709	11	36,406
2014-15	6,502	27,913	26	34,441
% Change	**-2.8%**	**-6.0%**	**	**-5.4%**

*** percentage has not been provided as they are not meaningful with small numbers*

Percentage by Gender

% Arrested by Gender	Female	Male	Unknown	Total
2013-14	18.4%	81.6%	0.0%	100.0%
2014-15	18.9%	81.0%	0.1%	100.0%

Ethnicity Profile

	Number Arrested			% Arrested	
Number Arrested by Ethnicity	**2013-14**	**2014-15**	**% Change**	**2013-14**	**2014-15**
Asian	747	664	-11.1%	2.1%	1.9%
Black	760	811	6.7%	2.1%	2.4%
Chinese or Other	317	273	-13.9%	0.9%	0.8%
Mixed	483	464	-3.9%	1.3%	1.3%
White	30,376	28,999	-4.5%	83.4%	84.2%
Unknown/Not Stated	3,723	3,230	-13.2%	10.2%	9.4%
Total	**36,406**	**34,441**	**-5.4%**	100.0%	100.0%

Crime Profile

Year	**2013-14**			**2014-15**		
Crime Categories	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Violence Against the Person	31.9%	33.2%	33.0%	33.4%	33.9%	33.8%
Non-Notifiable Offences	26.5%	23.7%	24.2%	25.4%	23.7%	24.0%
Other Theft	21.9%	11.9%	13.8%	22.9%	11.8%	13.9%
Other Notifiable Offences	3.8%	4.9%	4.7%	3.7%	5.7%	5.3%
Criminal Damage	3.6%	5.7%	5.4%	3.3%	5.6%	5.2%
Burglary Dwelling	2.6%	4.4%	4.0%	2.1%	3.8%	3.5%
Drug Trafficking	3.0%	3.5%	3.4%	2.8%	3.5%	3.3%
Other Drugs Offences	2.2%	3.6%	3.3%	2.3%	3.3%	3.1%
Sexual Offence	0.3%	2.6%	2.2%	0.3%	2.9%	2.4%
Theft of Motor Vehicle	0.7%	1.7%	1.5%	0.8%	1.6%	1.4%
Burglary of Other Premises	0.6%	1.6%	1.4%	0.6%	1.5%	1.3%
Robbery	0.8%	1.3%	1.2%	0.6%	1.1%	1.0%
Fraud or Forgery	1.8%	1.1%	1.2%	1.7%	0.9%	1.0%
Theft from Motor Vehicle	0.3%	0.8%	0.7%	0.2%	0.9%	0.7%
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Solicitor Requests by Offenders in Cusotody

Numbers by Age Group

Solicitor Requested	10-17	18-20	21+	Total
2013-14	1,844	1,964	15,445	19,253
2014-15	1,815	1,836	15,315	18,966
% Change	**-1.6%**	**-6.5%**	**-0.8%**	**-1.5%**

Percentage by Age Group

% Solicitor Requested	10-17	18-20	21+	Total
2013-14	9.6%	10.2%	80.2%	100.0%
2014-15	9.6%	9.7%	80.7%	100.0%

Numbers by Gender

Solicitor Requested	Female	Male	Unknown	Total
2013-14	3,179	16,071	3	19,253
2014-15	3,259	15,690	17	18,966
% Change	**2.5%**	**-2.4%**	**	**-1.5%**

Percentage by Gender

% Solicitor Requested	Female	Male	Unknown	Total
2013-14	16.5%	83.5%	0.0%	100.0%
2014-15	17.2%	82.7%	0.1%	100.0%

Solicitor Attendance by Ethnicity

	Number Arrested by Ethnicity			% Arrested by Ethnicity	
Ethnicity	**2013-14**	**2014-15**	**% Change**	**2013-14**	**2014-15**
Asian	520	441	-15.2%	2.7%	2.3%
Black	543	573	5.5%	2.8%	3.0%
Chinese or Other	218	188	-13.8%	1.1%	1.0%
Mixed	305	301	-1.3%	1.6%	1.6%
White	15,769	15,823	0.3%	81.9%	83.4%
Unknown/Not Stated	1,898	1,640	-13.6%	9.9%	8.6%
Total	**19,253**	**18,966**	**-1.5%**	100.0%	100.0%

Offence Group

	2013-14			2014-15		
Year	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Violence Against the Person	37.6%	36.1%	36.3%	40.0%	37.1%	37.6%
Non-Notifiable Offences	20.9%	17.9%	18.4%	19.9%	17.9%	18.2%
Other Theft	17.4%	10.0%	11.2%	18.9%	10.0%	11.5%
Other Notifiable Offences	5.0%	5.9%	5.7%	4.7%	6.7%	6.4%
Criminal Damage	3.9%	5.4%	5.1%	3.3%	5.5%	5.2%
Burglary Dwelling	3.6%	6.0%	5.6%	2.9%	5.0%	4.6%
Drug Trafficking	4.0%	4.5%	4.4%	3.9%	4.3%	4.2%
Sexual Offence	0.6%	3.8%	3.3%	0.6%	4.1%	3.5%
Other Drugs Offences	1.7%	2.3%	2.2%	1.6%	2.3%	2.2%
Burglary of Other Premises	0.9%	2.0%	1.8%	0.8%	1.8%	1.6%
Theft of Motor Vehicle	1.0%	2.0%	1.8%	0.5%	1.8%	1.6%
Robbery	1.2%	1.9%	1.8%	1.0%	1.6%	1.5%
Theft from Motor Vehicle	0.5%	1.0%	1.0%	0.1%	1.1%	0.9%
Fraud or Forgery	2.0%	1.2%	1.4%	1.8%	0.8%	1.0%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

6. Workforce Information

The South Wales Police Equality Action Plan (2015-2018) contains an objective to improve workforce diversity, particularly in relation to race and gender, where we continue to be vastly under-represented in comparison to our population.

In 2014 the Commissioner and Chief Constable completed a joint thematic review of Black & Minority Ethnic (BME) Recruitment, Progression and Retention across the force. This provided a number of findings and recommendations that have resulted in the development of the Action Plan for BME Recruitment, Progression and Retention for the next three years. There will now be a clear focus on providing appropriate resources and practice to increase our BME representation. In 2015 a similar review of gender will take place across the force.

South Wales Police Workforce Information at 31st March 2015

South Wales Police Workforce	Number of Employees
Police Staff	1,951
Police Community Support Officers (PCSOs)	417
Police Officers	2,909
Police Specials	68
All	**5,345**

South Wales Police Workforce Information at 31st March 2015

Age, Rank & Gender – Police Officers

Rank- All	<25	26-34	35-44	45-54	55+	Total
Chief Constable to Supt	0	1	6	27	0	34
Chief Inspector to Sgt	0	37	280	317	9	643
Constable	70	555	943	640	24	2,232
Total	**70**	**593**	**1,229**	**984**	**33**	**2,909**
Proportion	**2.4%**	**20.4%**	**42.2%**	**33.8%**	**1.1%**	**100.0%**

Rank - Male	<25	26-34	35-44	45-54	55+	Total
Chief Constable to Supt	0	1	6	20	0	27
Chief Inspector to Sgt	0	27	225	265	8	525
Constable	40	331	615	508	20	1,514
Total	**40**	**359**	**846**	**793**	**28**	**2,066**
Proportion	**1.9%**	**17.4%**	**40.9%**	**38.4%**	**1.4%**	**100.0%**

Rank - Female	<25	26-34	35-44	45-54	55+	Total
Chief Constable to Supt	0	0	0	7	0	7
Chief Inspector to Sgt	0	10	55	52	1	118
Constable	30	224	328	132	4	718
Total	**30**	**234**	**383**	**191**	**5**	**843**
Proportion	**3.6%**	**27.8%**	**45.4%**	**22.7%**	**0.6%**	**100.0%**

Rank	Avg. Age	Avg. Age Male	Avg. Age Female	Avg. Age Other
Chief Constable to Supt.	47	47	48	-
Chief Inspector to Sgt	44	44	44	-
Constable	40	41	39	-

Numbers by Rank and Gender

Rank	Male	Female	Other	Total
Chief Constable to Supt	27	7	-	34
Chief Inspector to Sgt	525	118	-	643
Constable	1,514	718	-	2,232
Total	**2,066**	**843**	0	**2,909**
Proportion	**71.0%**	**29.0%**	**0%**	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Age, Rank & Gender – Police Staff

Rank - All	Below 25	25-34	35-44	45-54	55+	Total
Scale 1 to SO2	84	393	382	528	333	1,720
PO1 to PO7	0	21	80	72	45	218
Senior Mgt	0	0	2	7	4	13
Total	**84**	**414**	**464**	**607**	**382**	**1,951**
Proportion	**4.3%**	**21.2%**	**23.8%**	**31.1%**	**19.6%**	**100.0%**

Rank - Male	Below 25	25-34	35-44	45-54	55+	Total
Scale 1 to SO2	30	135	103	153	220	641
PO1 to PO7	0	7	33	36	36	112
Senior Mgt	0	0	0	4	2	6
Total	**30**	**142**	**136**	**193**	**258**	**759**
Proportion	**4.0%**	**18.7%**	**17.9%**	**25.4%**	**34.0%**	**100.0%**

Rank - Female	Below 25	25-34	35-44	45-54	55+	Total
Scale 1 to SO2	54	258	279	375	113	1,079
PO1 to PO7	0	14	47	36	9	106
Senior Mgt	0	0	2	3	2	7
Total	**54**	**272**	**328**	**414**	**124**	**1,192**
Proportion	**4.5%**	**22.8%**	**27.5%**	**34.7%**	**10.4%**	**100.0%**

Rank and Average Age

Rank	Avg. Age Male	Avg. Age Female	Avg. Age Other	Avg. Age
Scale 1 to SO2	46	42	0	44
PO1 to PO7	49	43	0	46
Senior Mgt	53	48	0	51
Total	**44**	**41**	**0**	**42**

Gender and Rank Summary

Rank	Male	Female	Other	Total
Scale 1 to SO2	641	1,079	0	1,720
PO1 to PO7	112	106	0	218
Senior Mgt	6	7	0	13
Total	**759**	**1,192**	**0**	**1,951**
Proportion	**38.9%**	**61.1%**	**0%**	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Age, Rank & Gender – PCSOs

Rank - All	<25	25-34	35-44	45-54	55+	Total
PCSO	68	188	88	51	22	417

Rank - Male	<25	25-34	35-44	45-54	55+	Total
PCSO	36	114	41	31	17	239

Rank - Female	<25	25-34	35-44	45-54	55+	Total
PCSO	32	74	47	20	5	178

Rank and Average Age

Rank	Avg. Age Male	Avg. Age Female	Avg. Age Other	Avg. Age
PCSO	34	34	0	34

Gender and Rank Summary

Rank	Male	Female	Other	Total
PCSO	239	178	0	417

South Wales Police Workforce Information at 31st March 2015

Age, Rank & Gender – Police Specials

Rank - All	<25	25-34	35-44	45-54	55+	Total
Special	12	19	13	17	7	68

Rank - Male	<25	25-34	35-44	45-54	55+	Total
Special	9	12	12	15	7	55

Rank - Female	<25	25-34	35-44	45-54	55+	Total
Special	3	7	1	2	0	13

Rank and Average Age

Rank	Avg. Age Male	Avg. Age Female	Avg. Age Other	Avg. Age
Special	40	31	0	38

Gender and Rank Summary

Rank	Male	Female	Other	Total
Special	55	13	0	68

South Wales Police Workforce Information at 31st March 2015

Length of Service in Years – Police Officers

Rank - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Chief Constable to Supt	0	0	0	6	27	1	34
Chief Inspector to Sgt	0	0	38	339	264	2	643
Constable	147	302	380	1,030	371	2	2,232
Total	**147**	**302**	**418**	**1,375**	**662**	**5**	**2,909**
Proportion	**5.1%**	**10.4%**	**14.4%**	**47.3%**	**22.8%**	**0.2%**	**100.0%**

Rank - Male	<1	1-5	6 - 10	11 - 20	21-30	> = 31	Total
Chief Constable to Supt	0	0	0	6	21	0	27
Chief Inspector to Sgt	0	0	28	274	221	2	525
Constable	94	187	225	714	292	2	1514
Total	**94**	**187**	**253**	**994**	**534**	**4**	**2,066**
Proportion	**4.5%**	**9.1%**	**12.2%**	**48.1%**	**25.8%**	**0.2%**	**100.0%**

Rank - Female	<1	1-5	6 - 10	11 - 20	21-30	> = 31	Total
Chief Constable to Supt	0	0	0	0	6	1	7
Chief Inspector to Sgt	0	0	10	65	43	0	118
Constable	53	115	155	316	79	0	718
Total	**53**	**115**	**165**	**381**	**128**	**1**	**843**
Proportion	**6.3%**	**13.6%**	**19.6%**	**45.2%**	**15.2%**	**0.1%**	**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 2015

Length of Service in Years – Police Staff

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	30+	Total
Scale 1 to SO2	102	376	539	425	213	65	1,720
PO1 to PO7	11	29	77	66	28	7	218
Senior Mgt	0	0	5	4	3	1	13
Total	**113**	**405**	**621**	**495**	**244**	**73**	**1,951**
Proportion	**5.8%**	**20.8%**	**31.8%**	**25.4%**	**12.5%**	**3.7%**	**100.0%**

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	30+	Total
Scale 1 to SO2	35	203	239	112	38	14	641
PO1 to PO7	5	20	44	29	12	2	112
Senior Mgt	0	0	3	1	2	0	6
Total	**40**	**223**	**286**	**142**	**52**	**16**	**759**
Proportion	**5.3%**	**29.4%**	**37.7%**	**18.7%**	**6.9%**	**2.1%**	**100.0%**

Grade - Female	<1	1 - 5	6 - 10	11 - 20	21-30	30+	Total
Scale 1 to SO2	67	173	300	313	175	51	1,079
PO1 to PO7	6	9	33	37	16	5	106
Senior Mgt	0	0	2	3	1	1	7
Total	**73**	**182**	**335**	**353**	**192**	**57**	**1,192**
Proportion	**6.1%**	**15.3%**	**28.1%**	**29.6%**	**16.1%**	**4.8%**	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Length of Service in Years – PCSO

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSO	37	197	148	27	8	0	417

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSO	26	125	69	14	5	0	239

Grade - Female	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSO	11	72	79	13	3	0	178

South Wales Police Workforce Information at 31st March 2015

Length of Service in Years – Police Specials

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	17	5	20	13	11	2	68

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	11	5	15	13	9	2	55

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

South Wales Police Workforce Information at 31st March 2015

Disability

Police Officers

Disability Status	% of all Police Officers
Disabled	1.4%
Not Disabled	94.5%
Unknown/Not Stated	3.5%
Prefer not to say	0.5%
All	**100.0%**

Police Staff

Disability Status	% of all Police Staff
Disabled	3.3%
Not Disabled	79.9%
Unknown/Not Stated	15.2%
Prefer not to say	1.6%
All	**100.0%**

Police Community Support Officers (PCSOs)

Disability Status	% of all PCSOs
Disabled	2.6%
Not Disabled	89.7%
Unknown/Not Stated	7.7%
Prefer not to say	0.0%
All	**100.0%**

Police Specials

Disability Status	% of all Police Specials
Disabled	0.0%
Not Disabled	47.1%
Unknown/Not Stated	52.9%
Prefer not to say	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Gender

Police Officers

Gender	% of all Police Officers
Female	29.0%
Male	71.0%
Other	0.0%
All	**100.0%**

Police Staff

Gender	% of all Police Staff
Female	61.1%
Male	38.9%
Other	0.0%
All	**100.0%**

Police Community Support Officers

Gender	% of all PCSOs
Female	42.7%
Male	57.3%
Other	0.0%
All	**100.0%**

Police Specials

Gender	% of all Police Specials
Female	19.1%
Male	80.9%
Other	0.0%
All	**100.0%**

Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	53.0%
Yes	0.1%
Prefer not to say	2.7%
Not Stated	44.2%
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 2015

Ethnicity

Police Officers

Ethnic Origin	% of all Police Officers
Asian	0.4%
Black	0.2%
Chinese or Other Ethnic	0.3%
Mixed	1.1%
Not Stated	0.8%
White	97.3%
All	**100.0%**

Police Staff

Ethnic Origin	% of all Police Staff
Asian	0.5%
Black	0.2%
Chinese or Other Ethnic	0.1%
Mixed	0.3%
Not Stated	1.3%
White	97.6%
All	**100.0%**

Police Community Support Officers (PCSOs)

Ethnic Origin	% of all PCSOs
Asian	1.2%
Black	0.2%
Chinese or Other Ethnic	0.0%
Mixed	0.7%
Not Stated	0.5%
White	97.4%
All	**100.0%**

Police Specials

Ethnic Origin	% of all Police Specials
Asian	1.5%
Black	0.0%
Chinese or Other Ethnic	1.5%
Mixed	2.9%
Not Stated	4.4%
White	89.7%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Religion

Police Officers

Religion	% of Police Officers
Buddhist	0.2%
Christian	54.6%
Hindu	0.1%
Jewish	0.1%
Muslim	0.2%
Sikh	0.1%
Other	3.4%
None	29.7%
Prefer not to say	9.7%
Unknown/Not Stated	1.9%
All	**100.0%**

Police Staff

Religion	% of all Police Staff
Buddhist	0.1%
Christian	56.5%
Hindu	0.1%
Jewish	0.1%
Muslim	0.3%
Sikh	0.1%
Other	3.1%
None	26.7%
Prefer not to say	5.8%
Unknown/Not Stated	7.4%
All	**100.0%**

Police Community Support Officers

Religion	% of all PCSOs
Buddhist	0.0%
Christian	49.4%
Hindu	0.0%
Jewish	0.0%
Muslim	0.2%
Sikh	0.5%
Other	2.6%
None	42.7%
Prefer not to say	1.2%
Unknown/Not Stated	3.4%
All	**100.0%**

Police Specials

Religion	% of Police Specials
Buddhist	0.0%
Christian	30.9%
Hindu	0.0%
Jewish	0.0%
Muslim	1.5%
Sikh	0.0%
Other	0.0%
None	16.2%
Prefer not to say	2.9%
Unknown/Not Stated	48.5%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Sexual Orientation

Police Officers

Sexual Orientation	% of all Police Officers
Gay/Lesbian/Bisexual	2.2%
Heterosexual	88.7%
Not Stated	1.4%
Prefer not to say	7.7%
All	**100.0%**

Police Staff

Sexual Orientation	% of all Police Staff
Gay/Lesbian/Bisexual	1.4%
Heterosexual	84.9%
Not Stated	6.1%
Prefer not to say	7.5%
All	**100.0%**

Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSOs
Gay/Lesbian/Bisexual	4.1%
Heterosexual	89.9%
Not Stated	3.8%
Prefer not to say	2.2%
All	**100.0%**

Police Specials

Sexual Orientation	% of all Police Specials
Gay/Lesbian/Bisexual	2.9%
Heterosexual	41.2%
Not Stated	51.5%
Prefer not to say	4.4%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Joiners

Police Officers

Age Group	% of all Police Officers
18 to 24	33.9%
25 to 44	64.4%
45 to 64	1.7%
65 +	0.0%
All	**100.0%**

Police Staff

Age Group	% of all Police Staff
18 to 24	26.7%
25 to 44	51.4%
45 to 64	21.6%
65 +	0.4%
All	**100.0%**

Police Community Support Officers (PCSOs)

Age Group	% of all PCSOs
18 to 24	51.4%
25 to 44	48.6%
45 to 64	0.0%
65 +	0.0%
All	**100.0%**

Police Specials

Age Group	% of all Police Specials
18 to 24	58.8%
25 to 44	41.2%
45 to 64	0.0%
65 +	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Joiners –Disability

Police Officers

Disability Status	% of all Police Officers
Disabled	0.8%
Not Disabled	99.2%
Unknown/Not Stated	0.0%
Prefer not to say	0.0%
All	**100.0%**

Police Staff

Disability Status	% of all Police Staff
Disabled	1.2%
Not Disabled	98.4%
Unknown/Not Stated	0.4%
Prefer not to say	0.0%
All	**100.0%**

Police Community Support Officers (PCSOs)

Disability Status	% of all PCSOs
Disabled	0.0%
Not Disabled	100.0%
Unknown/Not Stated	0.0%
Prefer not to say	0.0%
All	**100.0%**

Police Specials

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

South Wales Police Workforce Information at 31st March 2015

Joiners –Ethnicity

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	0.0%
White	100.0%
All	**100.0%**

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	1.6%
White	98.4%
All	**100.0%**

Police Community Support Officers (PCSOs)

Ethnic Origin	% of all PCSOs
Asian	2.7%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.0%
Not Stated	0.0%
White	97.3%
All	**100.0%**

Police Specials

Ethnic Origin	% of all Police Specials
Asian	5.9%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	11.8%
Not Stated	0.0%
White	82.4%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Joiners – Gender

Police Officers

Gender	% of all Police Officers
Female	33.9%
Male	66.1%
Other	0.0%
All	100.0%

Police Staff

Gender	% of all Police Staff
Female	52.9%
Male	47.1%
Other	0.0%
All	100.0%

Police Community Support Officers

Gender	% of all PCSOs
Female	29.7%
Male	70.3%
Other	0.0%
All	100.0%

Police Specials

Gender	% of all Police Specials
Female	35.3%
Male	64.7%
Other	0.0%
All	100.0%

Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	95.3%
Yes	0.2%
Prefer not to say	1.4%
Not Stated	3.0%
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 2015

Joiners – Religion

Police Officers

Religion	% of Police Officers
Buddhist	0.0%
Christian	33.9%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	1.7%
None	62.7%
Prefer not to say	0.8%
Unknown/Not Stated	0.8%
All	**100.0%**

Police Staff

Religion	% of all Police Staff
Buddhist	0.0%
Christian	48.6%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	2.0%
None	45.9%
Prefer not to say	2.4%
Unknown/Not Stated	1.2%
All	**100.0%**

Police Community Support Officers

Religion	% of all PCSOs
Buddhist	0.0%
Christian	45.9%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	5.4%
None	45.9%
Prefer not to say	0.0%
Unknown/Not Stated	2.7%
All	**100.0%**

Police Specials

Religion	% of Police Specials
Buddhist	0.0%
Christian	41.2%
Hindu	0.0%
Jewish	0.0%
Muslim	5.9%
Sikh	0.0%
Other	0.0%
None	52.9%
Prefer not to say	0.0%
Unknown/Not Stated	0.0%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Joiners – Sexual Orientation

Police Officers

Sexual Orientation	% of all Police Officers
Gay/Lesbian/Bisexual	3.4%
Heterosexual	94.9%
Not Stated	0.8%
Prefer not to say	0.8%
All	**100.0%**

Police Staff

Sexual Orientation	% of all Police Staff
Gay/Lesbian/Bisexual	3.1%
Heterosexual	90.6%
Not Stated	3.9%
Prefer not to say	2.4%
All	**100.0%**

Police Community Support Officers (PCSOs)

Sexual Orientation	% of all PCSOs
Gay/Lesbian/Bisexual	2.7%
Heterosexual	91.9%
Not Stated	5.4%
Prefer not to say	0.0%
All	**100.0%**

Police Specials

Sexual Orientation	% of all Police Specials
Gay/Lesbian/Bisexual	11.8%
Heterosexual	70.6%
Not Stated	0.0%
Prefer not to say	17.6%
All	**100.0%**

South Wales Police Workforce Information at 31st March 2015

Leavers – Age

Police Officers	Reason for Leaving						
Age Group	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
18-24	4	0	23	0	4	1	32
25-44	3	0	7	83	2	0	95
45-64	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0
All	**7**	**0**	**30**	**83**	**6**	**1**	**127**

Police Staff	Reason for Leaving						
Age Group	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
18-24	0	0	21	0	1	0	22
25-44	0	0	46	0	2	1	49
45-64	2	1	39	20	1	2	65
65+	0	0	1	6	0	0	7
All	**2**	**1**	**107**	**26**	**4**	**3**	**143**

PCSO	Reason for Leaving						
Age Group	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
18-24	0	0	27	0	4	0	31
25-44	0	0	59	0	10	0	69
45-64	0	0	2	0	0	0	2
65+	0	0	0	0	0	0	0
All	**0**	**0**	**88**	**0**	**14**	**0**	**102**

Police Specials	Reason for Leaving						
Age Group	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
18-24	0	0	9	0	0	0	9
25-44	0	0	15	0	0	0	15
45-64	0	0	4	0	0	0	4
65+	0	0	0	0	0	0	0
All	**0**	**0**	**28**	**0**	**0**	**0**	**28**

South Wales Police Workforce Information at 31st March 2015

Leavers – Disability

Police Officers	Reason for Leaving						
Disability Status	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Disabled	1	0	1	4	0	1	7
Not Disabled	5	0	24	72	6	0	107
Unknown/Not Stated	1	0	5	5	0	0	11
Prefer not to say	0	0	0	2	0	0	2
All	**7**	**0**	**30**	**83**	**6**	**1**	**127**

Police Staff	Reason for Leaving						
Disability Status	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Disabled	0	0	2	1	1	1	5
Not Disabled	1	1	100	19	3	2	126
Unknown/Not Stated	1	0	5	5	0	0	11
Prefer not to say	0	0	0	1	0	0	1
All	**2**	**1**	**107**	**26**	**4**	**3**	**143**

PCSO	Reason for Leaving						
Disability Status	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Disabled	0	0	1	0	0	0	1
Not Disabled	0	0	87	0	14	0	101
Unknown/Not Stated	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0
All	**0**	**0**	**88**	**0**	**14**	**0**	**102**

Police Specials	Reason for Leaving						
Disability Status	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Disabled	0	0	0	0	0	0	0
Not Disabled	0	0	17	0	0	0	17
Unknown/Not Stated	0	0	11	0	0	0	11
Prefer not to say	0	0	0	0	0	0	0
All	**0**	**0**	**28**	**0**	**0**	**0**	**28**

South Wales Police Workforce Information at 31st March 2015

Leavers – Ethnicity

Police officers	Reason for Leaving						
Ethnicity	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Asian	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	1	0	0	0	1
Mixed	1	0	1	1	0	0	3
White	6	0	28	81	6	1	122
Not stated	0	0	0	1	0	0	1
Unknown	0	0	0	0	0	0	0
All	**7**	**0**	**30**	**83**	**6**	**1**	**127**

Police Staff	Reason for Leaving						
Ethnicity	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**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	1	0	0	0	1
White	2	1	105	25	4	3	140
Not stated	0	0	1	1	0	0	2
Unknown	0	0	0	0	0	0	0
All	**2**	**1**	**107**	**26**	**4**	**3**	**143**

PCSO	Reason for Leaving						
Ethnicity	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**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	1	0	0	0	1
White	0	0	87	0	14	0	101
Not stated	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0
All	**0**	**0**	**88**	**0**	**14**	**0**	**102**

Police Specials	Reason for Leaving						
Ethnicity	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Asian	0	0	1	0	0	0	1
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0
Mixed	0	0	1	0	0	0	1
White	0	0	26	0	0	0	26
Not stated	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0
All	**0**	**0**	**28**	**0**	**0**	**0**	**28**

South Wales Police Workforce Information at 31st March 2015

Leavers – Gender

Police Officers	Reason for Leaving						
Gender	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Male	4	0	22	73	4	0	103
Female	3	0	8	10	2	1	24
Other	0	0	0	0	0	0	0
All	**7**	**0**	**30**	**83**	**6**	**1**	**127**

Police Staff	Reason for Leaving						
Gender	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Male	1	1	50	16	3	2	73
Female	1	0	57	10	1	1	70
Other	0	0	0	0	0	0	0
All	**2**	**1**	**107**	**26**	**4**	**3**	**143**

PCSO	Reason for Leaving						
Gender	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Male	0	0	66	0	7	0	73
Female	0	0	22	0	7	0	29
Other	0	0	0	0	0	0	0
All	**0**	**0**	**88**	**0**	**14**	**0**	**102**

Police Specials	Reason for Leaving						
Gender	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Male	0	0	9	0	0	0	9
Female	0	0	15	0	0	0	15
Other	0	0	4	0	0	0	4
All	**0**	**0**	**28**	**0**	**0**	**0**	**28**

South Wales Police Workforce Information at 31st March 2015

Leavers – Religion

Police Officers	Reason for Leaving						
Religion	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Buddhist	0	0	0	0	0	0	0
Christian	3	0	13	64	5	1	86
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	1	0	2	1	0	0	4
None	1	0	11	8	1	0	21
Prefer not to say	1	0	2	9	0	0	12
Unknown/Not Stated	1	0	2	1	0	0	4
All	**7**	**0**	**30**	**83**	**6**	**1**	**127**

Police Staff	Reason for Leaving						
Religion	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Buddhist	0	0	0	0	0	0	0
Christian	1	1	57	20	2	2	83
Hindu	0	0	0	0	0	0	0
Jewish	0	0	1	0	0	0	1
Muslim	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0
Other	0	0	2	0	0	0	2
None	0	0	38	2	2	0	42
Prefer not to say	0	0	7	1	0	0	8
Unknown/Not Stated	1	0	2	3	0	1	7
All	**2**	**1**	**107**	**26**	**4**	**3**	**143**

PCSO

Religion	Reason for Leaving						
	Ill Health Retirement <30yr Service	Ill Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Total
Buddhist	0	0	0	0	0	0	0
Christian	0	0	39	0	8	0	47
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	0	49	0	6	0	55
Prefer not to say	0	0	0	0	0	0	0
Unknown/Not Stated	0	0	0	0	0	0	0
All	**0**	**0**	**88**	**0**	**14**	**0**	**102**

Police Specials

Religion	Reason for Leaving						
	Ill Health Retirement <30yr Service	Ill Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Total
Buddhist	0	0	0	0	0	0	0
Christian	0	0	6	0	0	0	0
Hindu	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0
Muslim	0	0	1	0	0	0	0
Sikh	0	0	0	0	0	0	0
Other	0	0	1	0	0	0	0
None	0	0	13	0	0	0	0
Prefer not to say	0	0	2	0	0	0	0
Unknown/Not Stated	0	0	5	0	0	0	0
All	**0**	**0**	**28**	**0**	**0**	**0**	**0**

South Wales Police Workforce Information at 31st March 2015

Leavers – Sexual Orientation

Police officers	Reason for Leaving						
Sexual Orientation	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Gay/Lesbian/Bisexual	0	0	0	0	0	0	0
Heterosexual	5	0	26	74	5	1	111
Not Stated	1	0	1	2	1	0	5
Prefer not to say	1	3	7	0	0	0	11
All	**7**	**3**	**34**	**76**	**6**	**1**	**127**

Police Staff	Reason for Leaving						
Sexual Orientation	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Gay/Lesbian/Bisexual	0	0	3	0	0	0	3
Heterosexual	2	1	90	20	4	2	119
Not Stated	0	0	6	2	0	1	9
Prefer not to say	0	0	8	4	0	0	12
All	**2**	**1**	**107**	**26**	**4**	**3**	**143**

PCSO	Reason for Leaving						
Sexual Orientation	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Gay/Lesbian/Bisexual	0	0	1	0	1	0	2
Heterosexual	0	0	86	0	13	0	99
Not Stated	0	0	0	0	0	0	0
Prefer not to say	0	0	1	0	0	0	1
All	**0**	**0**	**88**	**0**	**14**	**0**	**102**

Police Specials	Reason for Leaving						
Sexual Orientation	**Ill Health Retirement <30yr Service**	**Ill Health Retirement >30yr Service**	**Resignation**	**Retirement**	**Dismissal**	**Death**	**Total**
Gay/Lesbian/Bisexual	0	0	2	0	0	0	0
Heterosexual	0	0	20	0	0	0	0
Not Stated	0	0	5	0	0	0	0
Prefer not to say	0	0	1	0	0	0	0
All	**0**	**0**	**28**	**0**	**0**	**0**	**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 Skill	No Welsh language ability

Welsh Level	Officers	Police Staff	PCSO	Police Specials	Total
Not Stated	1.9%	27.8%	21.8%	60.3%	13.7%
Welsh level 1	21.1%	20.1%	25.4%	13.2%	20.9%
Welsh level 2	3.6%	2.6%	3.8%	2.9%	3.2%
Welsh level 3	3.5%	2.5%	2.4%	4.4%	3.0%
Welsh level 4	2.0%	0.7%	1.2%	4.4%	1.5%
Welsh level 5	1.7%	2.4%	1.9%	14.7%	2.1%
Welsh No Skill	66.3%	43.9%	43.4%	0.0%	55.5%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

A total to 257 Public Service Centre staff have received training on cyber crime and the Keep Safe Card Scheme which has been designed for people with disabilities or communication difficulties to support their access to the police. Additionally, 345 staff within the Public Service Centre received Dementia training.

7. Contacts and Feedback

Any comments or queries on the presented information should be directed to Human Resources using the contact information below.

The Police and Crime Commissioner's Team may also be contacted in relation to Police and Crime Commissioner Information.

Contact South Wales Police:

Telephone: 01656 655555 (Internal extension 70123)

Email: HR.HELPDESK@south-wales.pnn.police.uk

Address: Human Resources
South Wales Police Headquarters
Cowbridge Road
Bridgend
CF31 3SU

Contact the Police and Crime Commissioner's Team:

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.wales

Twitter: @swpolice
@commissionersw