



Heddlu Police  
**DYFED  
POWYS**



Comisiynydd Heddlu a Throseddau  
**Dyfed-Powys**  
Police and Crime Commissioner

# Strategic Equality Plan

**2024-2028**



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The purpose of this plan is to set out Dyfed-Powys Police (DPP) and the Police and Crime Commissioner's (PCC) priorities over the next four years in terms of meeting the Public Sector Equality Duty.

The Public Sector Equality Duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;**
- b. Advance equality of opportunity between people who share a protected characteristic and those who do not; and**
- c. Foster good relations between people who share a protected characteristic and those who do not.**

Secondary legislation also imposes specific duties in support of the Public Sector Equality Duty. The Equality Act 2010 (Specific Duties) Regulations 2011 provides that DPP and the PCC must prepare and publish one or more objectives that we think we should do to achieve any of the aims of the Public Sector Equality Duty.

This plan will set out our joint priorities for meeting our Public Sector Equality Duty over the next four years. The objectives contained within this plan will drive progress against our general compliance with the Equality Act 2010, ensuring that we are providing a fair and equal service to our communities, as well as helping us become employers of choice for our collective workforces.



# What have we considered?

- The Equality Act 2010
- Dyfed-Powys Police Delivery Plan 2021 to 2025
- The National Police Chief Council's Policing Vision 2030
- Police and Crime Plan 2021 – 2025
- Police Race Action Plan
- Criminal Justice in Wales Anti-Racism Plan
- Positive Action Strategy
- Strategic Equality Plan Survey results
- Independent Advisory Group feedback
- Staff Support Networks
- Professional Standards Department feedback
- Gender Pay Gap

## Objective 1:

Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.

## Objective 2:

Address and eliminate racial disparities within DPP and the Office of the Police and Crime Commissioner (OPCC) by implementing policies and practices that promote racial equality.

## Objective 3:

Strengthen our relationships with our communities through proactive community policing and engagement activities.

## Objective 4:

Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

# 1

## Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.

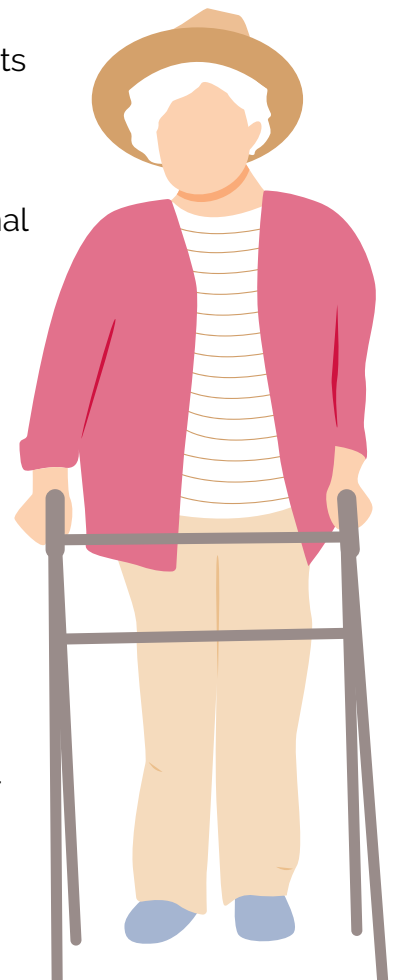
Increasing the diversity of our workforce enables us to be fully representative of our communities. This will also ensure that we better understand our community needs and are able to provide a better service. It's important that we continue to ensure that our recruitment processes are accessible and that we are actively recruiting from our underrepresented communities. We will focus on recruitment, retention and career progression strategies that aim to create a police force that better reflects the diversity of the communities it serves.

### How will we do it?

- Increase workforce and volunteer group diversity by setting clear targets for the proportion of representation by underrepresented groups by actively progressing with the Positive Action Strategy;
- Identify and remove barriers thereby enabling everyone to be eligible to join the organisation and our volunteer groups;
- Increase mentorship development programmes to support career progression.

### How will we monitor progress?

- Review recruitment intakes;
- Publish annual progress reports against our Positive Action Strategy;
- Periodically review the personal diversity data we collate regarding our staff, officers and volunteers to identify disparity, as well as unwillingness to disclose. This will also include a review across the rank structure;
- The OPCC will oversee disproportionality data in our scrutiny activity, and analyse how the data is changing over time.



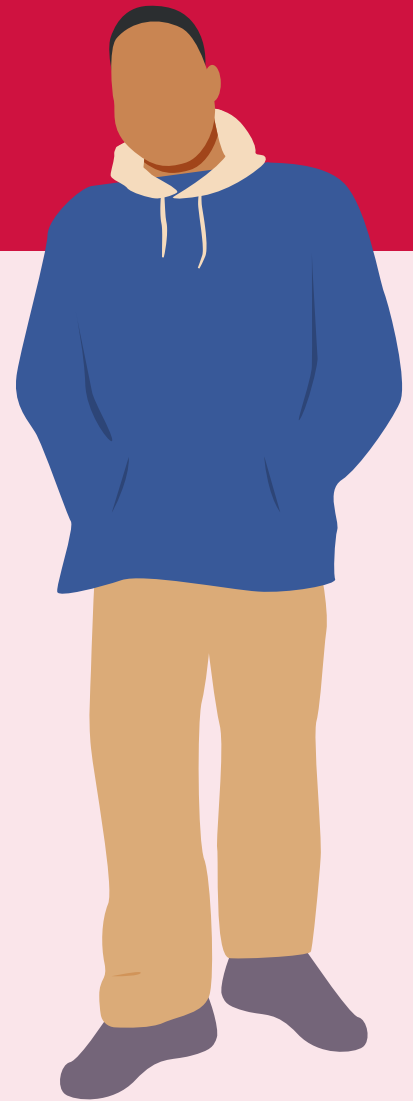
# 2

## Addressing and eliminating racial disparities within DPP and OPCC by implementing policies and practices that promote racial equality.

The Police Race Action Plan released by National Police Chiefs' Council (NPCC) and the College of Policing sets out the commitment of Chief Constables in England and Wales to become an anti-racist police service and to explain or reform race disparities. The plan has been developed jointly by the NPCC and the College of Policing with input from individuals and organisations with expertise and an interest in this area, including the National Black Police Association (NBPA), the Independent Scrutiny and Oversight Board (ISOB) Chair, and the Association of Police and Crime Commissioners (APCC).

It aims to address the significantly lower levels of trust and confidence among some Black people and the race disparities affecting Black people that policing cannot currently fully explain.

Similarly, the Criminal Justice in Wales (CJIW) Anti-Racist Action Plan sets out all Criminal Justice System agencies' commitment to challenge racism and to build an ethnically diverse workforce by increasing representation and creating inclusive cultures. The CJIW's Anti Racism Action Plan also sets out our commitment to be more transparent, accountable and co-ordinated in terms of racial disparity and work to tackle racism. CJIW have appointed an independent oversight panel to enhance governance around the Anti-Racism action plan and will publish annual updates on progress being made by agencies.



# 2

## Addressing and eliminating racial disparities within DPP and OPCC by implementing policies and practices that promote racial equality.

### How will we do it?

- Conduct regular independent reviews of recruitment and promotion processes to ensure that they are fair and do not disproportionately disadvantage individuals from ethnic minority backgrounds;
- Utilise our Independent Advisory Group (IAG) to conduct independent assessment of racial equality plans and provide recommendations for improvement;
- Mandatory race awareness sessions to be rolled out force wide;
- Facilitate regular engagement events with the community to understand how they are feeling and to provide information.

### How will we monitor progress?

- Review Stop and Search and Use of Force records at our quarterly IAG meetings, dip-sampling by OPCC Quality Assurance Panel and Custody Scrutiny Panel;
- Monitor recruitment and promotion processes;
- Seek feedback from staff/officers/ IAG members and Staff Support Network members on race awareness sessions.



# 3

## Strengthen our relationships with our communities through proactive community policing and engagement activities.



This will enable us to build trust and positive interactions between our workforce and the diverse communities of Dyfed-Powys. It will help us better understand community needs and how we can provide a better service. It will also enable us to have meaningful conversations to inform diverse communities of their rights, how to contact the Police, the level of service to expect, complaints procedures, the role and responsibility of the Police and Crime Commissioner and their Office, and how they can become involved in specific areas of policing, such as scrutiny work through both DPP and PCC's volunteer schemes.

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### How will we do it?

- Develop and monitor meaningful Community Engagement Strategies;
- Establish transparent feedback mechanisms;
- Utilise our Engagement Officers proactively and effectively.

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### How will we monitor progress?

- Establish an effective method in which the Engagement Officers can feedback to leads in order to ensure actions are taken;
- Record all feedback from community events and ensure updates are fed back to community groups engaged with;
- Monitor changes in the diversity of our volunteer schemes;
- Monitor trends in complaints data.



# 4

## Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

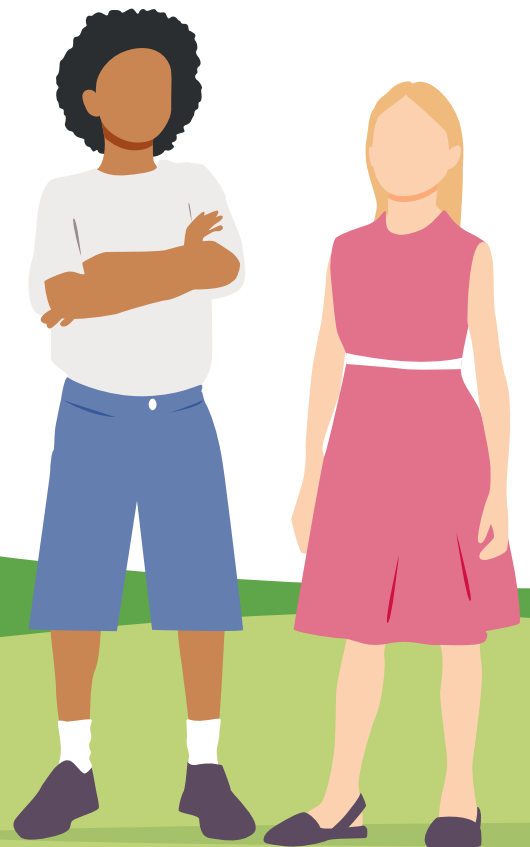
Develop and promote a culture of inclusivity, respect and fairness within DPP and OPCC. This objective will aim to develop an organisational environment where all officers and staff feel valued, respected and free from discrimination or harassment based on their protected characteristics.

### How will we do it?

- Mandatory diversity and inclusion training;
- Review and publish policies that relate to culture;
- Mandatory challenging conversation training for all supervisors;
- Promote internal reporting mechanisms;
- Facilitate listening circles with the workforce, Staff Support Networks, Champions.

### How will we monitor progress?

- Monitor attendance at mandatory training/ awareness sessions and include within Development and Assessment Profiles ;
- Record all feedback received from listening circle events and ensure it's shared with senior leaders;
- Publish an internal staff survey, and OPCC will hold DPP to account on their response to survey findings;
- OPCC will monitor feedback from complaints review process to identify concerns regarding culture.









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