



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.



Heddlu Police
**DYFED
POWYS**

**Dyfed Powys
Police**



COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

**Office of the
Police and Crime
Commissioner**



Equality Plan



Easy read version

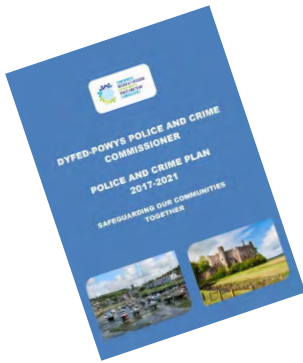
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Introduction



- This is an **Equality** Plan.
This means making sure everyone is treated fairly
- It is for **Dyfed Powys Police** and the Office of the Police and Crime Commissioner
- The plan has been written by talking to lots of people
- And finding out what is important to them
- It says what we will do
- And how we will check it

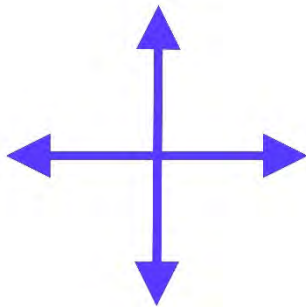


About us



Dyfed-Powys serve the communities of:

- Ceredigion
- Carmarthenshire
- Powys
- Pembrokeshire



This is a big area

500,000+



There are more than half a million people in the area

2200+



Over 2200 people work for us



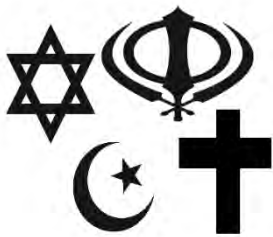
One in 50 people say they are **BAME**.
This means black or from an ethnic minority



Nearly a quarter of people say they have a health problem or disability



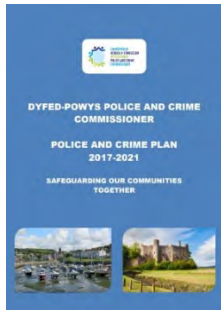
Nearly a third speak Welsh



There are 17 different religions in the area



And almost half of people are 45 or over



The Police and Crime Plan



The Police and Crime Plan has been written by the Police and Crime Commissioner for Dyfed-Powys.



The plan says what Dyfed-Powys Police will focus on.



- Keeping our communities safe



- Looking out for vulnerable people



- Protecting our communities from serious threats



- Connecting with communities



The National Police Chiefs' Council

wants police forces to have

- A more **representative workforce**.

This means more:

- people with disabilities
- ethnic minorities
- LGBT+
- Women

A graphic of an application form with the title 'Application Form' at the top. Below the title are four input fields, each with a small icon and a label: 'Name' (with a person icon), 'Address' (with a house icon), 'Education' (with a person at a desk icon), and 'Work Experience' (with a group of people icon).

- A workforce with the right skills and experience



Why make this plan?

Because we need to:



- Stop people being treated badly because of who they are



- Make sure people have **equal opportunities**



- Help good relations between us all



This is because:



- It is the law



- And It is right



What was looked at when making the plan



The public's ideas

461 people filled out a survey and people went to events.

They said:



Work and Pay



- Disabled people, women, young people, **LGBT+** people and older people say it is harder to get good work and pay



- Sometimes this was "**unconscious bias**". This means people don't know they are being unfair



- Disabled people felt employers saw the disability not the person and needed to do much more



- Women felt having children made it harder to get a good job



- **BAME** felt their experience of work was better than people think



- Some people felt it was harder to get work if you didn't speak Welsh



Crime



- People thought that some people who are:
 - BAME
 - LGBT+
 - women

had a worse time with crime



- BAME people felt their experience of crime was better than people think



- But some people think they are picked on



- People thought our communities were not always **tolerant**. This means accepting people who are different



- People thought Brexit had made this worse



- Hate crime is a big issue for **BAME** groups and people who practiced certain religions



- Disabled people and **LGBT+** people were also suggested to be at risk of hate related crimes



- Trans people being a particular target



- Hate in schools is an issue in one area



- Older people are thought to be more at risk of crimes like robbery and **scams**



- Women and younger people are thought to be more at risk of domestic abuse. There is a worry that the police don't take domestic abuse seriously



- People want the police to focus on young people to stop them turning to crime



- Most people were happy with how Dyfed Powys Police look into crimes



- But people thought there weren't enough police officers



- And our rural area was a problem – maybe people are isolated



- Maybe less accepting of difference



- LGBT+ Liaison Officers were praised



Access to Justice



This means when a crime happens to you, the police and courts take it seriously



- Disabled, **BAME**, older, younger people, women, and **LGBT+** people had much worse experiences



- People thought there was a lack of disability awareness



- People thought that you got better **access to justice** if you had money. So disabled people often found it harder



- Some people thought sexual crimes were not looked at properly



- People said the justice system is run by white middle class men, so it can be homophobic and racist



Having a say



- People felt young, **BAME**, disabled and **Trans** people had no voice



- **Minority** groups were seen as having less of a voice



- People felt decision makers tend to be white men



- People need to have a voice in decisions affecting them



- Where people live is often a barrier



- Disabled people need accessible ways to have a say



- Consultation needs to be real and make a difference



- Language could be an issue



- Some people think their opinion doesn't count



- People think older people, and Welsh speakers, have more of a say sometimes



- A lot of ways to get involved are on the internet. This doesn't work for some people



- Also childcare, finance and transport can be problems



Equality Impact Assessments were needed



Finding out information



- A lot of people find it hard to get information about the police



- If information is on the internet, lots of people can't get it



- Staff need training on this



Community



- Lots of groups found it harder to get along in a community



- Sometimes people are treated differently. This isn't fair



- Youth clubs closing means it is harder for young people to get together



- Some **BAME** groups are very good at supporting each other



- Disabled people can be very isolated



Ideas from Dyfed Powys Police staff



Here are some of the things staff said:



- Often staff don't understand some of the things that are done. More work is needed to explain



- More understanding is needed about people not always identifying as male or female



- More understanding of **domestic abuse**



- Especially in **LGBT+** and **BAME** communities



- The police need more **diversity** in staff. So they need to talk to more communities about this



- The police need to employ more people who speak Welsh
- And have more equal numbers of women, especially at senior levels



- Work needs to be more flexible



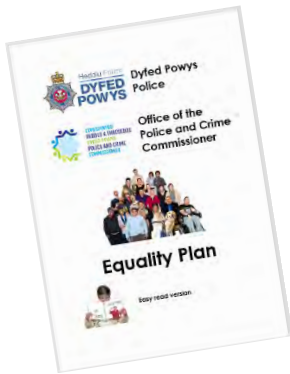
- Police officers need more training about mental health



We looked at a lot of other reports.



You can ask to see any of these reports.



The Plan



Objective 1:



To increase the diversity of our workforces so that we are truly representative of our communities



This means:

to make sure people who work for Dyfed Powys Police includes the same mix of people – women, disabled, LGBT+, BAME etc – as live in the area.



Actions



- We have a plan to make sure our workforce reflects the communities we serve



- They will check this and see what has been done

And we will:



- Talk to people to see what is stopping them joining the police



- Look at how we work to make sure that isn't stopping people joining



- Look at ways to better check the diversity of our current staff



We will check how we are doing in recruiting more **diverse** staff.

1	
2	
3	
4	

Objective 2:



To ensure that once in employment, our diverse workforce is being treated fairly and equally



Actions

Application Form

Name

Address

Education

Work Experience

- Take action to make sure staff from **diverse** backgrounds can get on in the force



- Make sure they understand the diverse needs of staff and respond to their needs



We will check on this each year.

They will look at pay for different groups and make sure it is fair.

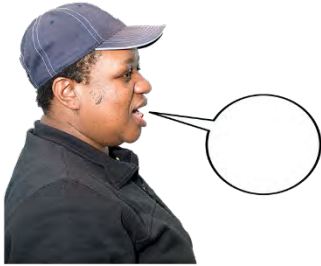


And look at staff surveys.

1	
2	
3	
4	

Objective 3:

To understand **diverse** communities better and To make sure they have a voice in policing





Actions



- Make an **engagement strategy**



- Look at why people don't engage



- Do this with victims and witnesses too



- Look at how being poor can stop people getting involved

1	✓
2	✓
3	✓
4	✓

We will count how many people get involved and check how that's working.



They will also look at complaints.



And things like Pegasus.

1	
2	
3	
4	

Objective 4:

To look at how communities are working together, so hate crime and **incidents** can be reduced





Actions



- Work closely with the **Community Cohesion Coordinator** to look at ways to work together with communities



- Check on how problems are identified and sorted out



- Do work to prevent problems that lead to hate crimes

1	✓
2	✓
3	✓
4	✓

We will count how many Hate Crimes are reported and check how they were dealt with.



And look at what victims say.



Checking the Plan



We will write an **Annual Delivery Plan** and check actions and progress.



The **OPCC** will check actions and progress.



Updates will be sent to the **Policing Accountability Board**.



The updates will also be published.



For more information



Telephone:

101



Non-emergency text messaging service for people who are Deaf, hard of hearing or speech-impaired:

07811 311 908



Email:

equalityanddiversity@dyfed-powys.pnn.police.uk



Website:

www.dyfed-powys.police.uk



The OPCC



Telephone:

01267 226440



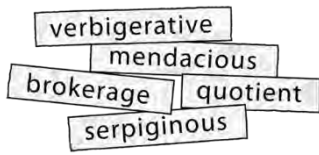
Email:

opcc@dyfed-powys.pnn.police.uk



Website:

www.dyfedpowys-pcc.org.uk



Tricky Words



Dyfed Powys Police

This is the police force in our area.



OPCC

Office of the Police and Crime Commissioner.



The Police and Crime Commissioner is elected.

Our Commissioner is Dafydd Llywelyn.



The Commissioner sets the goals for the Police. They make sure the Police are doing the best for the community.



Access to Justice

This means when a crime happens to you, the police and courts take it seriously.



Equality

Treating people fairly.



BAME

This stands for Black and Minority Ethnic
This means black people or people from backgrounds different to most people in an area. Like Polish, or Chinese, or Gypsy Traveller.



Representative workforce

This means staff from all the different backgrounds in an area.



Equal Opportunities

Making sure everyone gets an equal chance.



LGBT+

This stands for Lesbian Gay Bisexual Trans. The + stands for other groups like intersex.



Trans

Trans people identify as a different sex from the one they were born.



Tolerant

This means accepting people.



Scams

Conning people out of money.



Accepting of difference

Like tolerant.



Minority

A smaller group than the rest.

So, if there are 10 people in a room

And only 2 are women

Then women are the minority.



Equality Impact Assessment

A form to fill out to check an action affects all people equally.



Flexible

Changing easily.



Objective

Something you want to do.



Hate Incidents

They may not be a crime but are still treating people badly because of who they are.



Community Cohesion Coordinator

A job in the council.

They bring communities together.



Annual Delivery Plan

What you plan to do in a year.



Diverse or Diversity

This means people from different backgrounds, or who are gay or trans, or have a different religion, or a disability.



Engagement strategy

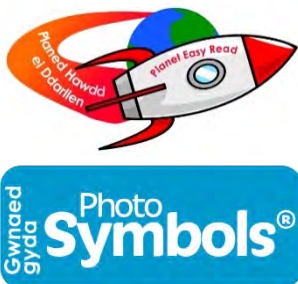
A plan to get people involved.



Policing Accountability Board.

This is a group that meets 4 times a year.

The public can go to this meeting.



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We use Photosymbols.