

# DYFED POWYS POLICE AUTHORITY



## GENDER EQUALITY SCHEME 2007-2010

December 2007

## **Dyfed Powys Police Authority Equality & Diversity Vision**

Equality and diversity shall be embedded in the every day work of Dyfed Powys Police Authority, as we are committed to ensuring:

- Everyone is treated fairly, recognising and respecting race, religion, ethnic origin, age, disability, sexual orientation and gender.
- Our policies and practices are designed not to discriminate against any individual or group
- Information about the Authority is available to all – the Authority wishes to be open and transparent in the way in which the Authority functions and delivers in respect of its responsibilities
- Complaints of discrimination will be taken seriously
- Consultation with, and participation of our communities, to ensure service provision meets their needs and expectations.

Dyfed Powys Police Authority is committed to working with the Dyfed Powys Police Force to ensure that every person and every employee who deal with the Authority are satisfied that they will be treated equally and without discrimination.

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## **Acknowledgements**

Dyfed Powys Police Authority is grateful for the assistance of all those individuals and organisations who have been involved in the consultation process used to develop this Scheme. Their input, advice and support is greatly appreciated.

This Gender Equality Scheme has been developed in collaboration with:

- Dyfed Powys Police and Members of the Dyfed Powys Police Authority;
- Gwent Police and Gwent Police Authority;
- North Wales Police and North Wales Police Authority; and
- South Wales Police and South Wales Police Authority.

## **Chairman's Foreword**

I am delighted to present the Gender Equality Scheme for the Dyfed-Powys Police Authority. This document is the fruit of a substantial amount of work by staff of the Authority and I commend them for it.

As Chairman of the Authority, I believe that we should not simply expect gender equality to permeate the way in which the Force works, but that we should show by example in all the Authority's dealings with stakeholders, the public, Authority members and staff that we are committed to the equality principle. The Authority has stated its commitment to provide a service which is free from discrimination and harassment, and it promotes an equality of opportunity for all.

The preparation of this scheme has involved wide consultation, including members, staff, residents, volunteers and partners, in order to ensure that it is fit for purpose and reflects the needs and expectations of both service providers and service users. As such, our Gender Equality Objectives have been formed and prioritised in consultation with these stakeholders to ensure that the future development of services and functions positively promote equality and diversity.

I would ask all stakeholders to continue to engage with the Authority to ensure that we deliver a service which is sympathetic to and takes cognisance of the different needs of our diverse community.

**Mr. Alasdair Kenwright**  
**Chairman**  
**Dyfed Powys Police Authority**

## 1. The Gender Equality Duty

### 1.1 The General Duty

The Equality Act 2006 amends the Sex Discrimination Act 1975 and places a statutory duty on all public authorities, such as Dyfed Powys Police Authority, when exercising their functions, to have due regard to the need:

- To eliminate discrimination and harassment that is unlawful under the Sex Discrimination Act 1975(SDA)<sup>1</sup> and discrimination that is unlawful under the Equal Pay Act of 1970 (EquPA), and
- To promote equality of opportunity between men and women.

This is known as the 'General Duty' and came into effect on 6<sup>th</sup> April 2007. The Duty applies to all public authorities, including Dyfed Powys Police Authority, in respect of all of our functions, which means it applies to:

- policy making
- service delivery
- employment matters
- enforcement of any statutory discretion and decision-making
- any services and functions which are contracted out.

The Gender Equality Duty is intended to address the fact that, despite 30 years of legal rights to sex equality, there is still widespread discrimination – sometimes intentional, sometimes unintentional – and persistent gender inequality. Policies and practices that seem neutral can have a significantly different effect on men and women, often contributing to greater gender inequality and poor policy outcomes. Individual legal rights have not been enough by themselves to change this. The Gender Equality Duty is intended to improve this situation, both for men and women, for boys and girls.

Dyfed Powys Police Authority are expected to give **due regard** to the need to eliminate unlawful discrimination and harassment, and to promote equality of opportunity between men and women in all of our functions.

Due regard comprises two linked elements – **proportionality** and **relevance**. The weight which Dyfed Powys Police Authority gives to gender equality should therefore be proportionate to its relevance to a particular function. The greater the relevance of a function to gender equality, the greater regard should be applied.

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<sup>1</sup> The Sex Discrimination Act applies to women and men of any age, including boys and girls and transsexual men and women.

The Duty should help the police service, and those working in it, to identify and respond to stereotyping, sex discrimination and sexism, resulting in improvements for all.

## **1.2 The Specific Duties**

In addition, public bodies in England are required to comply with the following Specific Duties, which are:

- To produce and publish a Gender Equality Scheme (GES) identifying Gender Equality goals and actions to meet those goals
- To actively promote Gender Equality, not just avoid discrimination
- To consult with employees and stakeholders in the development of the GES
- In formulating its overall gender equality objectives, consider the need to have objectives to address the causes of any gender pay gap
- To ensure that the scheme sets out the actions the Authority has taken or intends to take to ensure implementation of the scheme objectives
- To gather information on the effect of its policies and practices on men and women, in employment, services and performance of its Core Delivery functions
- To take into account any information it has gathered or considers relevant as to how its policies and practices affect gender equality in the workplace and in the delivery of its services can be improved
- To use the information to review the implementation of the scheme objectives
- To assess the impact of its current and future policies and practices on gender equality
- To develop, publish and regularly review an equal pay policy, including measures to address promotion, development and occupational segregation
- Monitor and review the scheme's progress. The scheme will need to be reviewed every three years.
- To publish an annual report on progress with the Action Plan.
- To conduct and publish gender impact assessments of all legislation and major policy developments and publish their criteria for conducting such assessments

## **1.3 Position Statement**

It should be noted that the specific duties for Wales have yet to be finalised. The Welsh Assembly Government will be drafting the specific duties for Wales once a Transfer of Functions Order has been made. The implementation date for the specific duties in Wales is unlikely to be before April 2008.

The Equal Opportunities Commission, Wales and the Welsh Assembly Government are advising public authorities in Wales to:

- Develop a gender equality scheme outlining their gender equality objectives, and the action that is being taken to achieve them in the interests of clarity and transparency.

- Prioritise actions to address the most significant gender inequalities within their remit, and take actions that are likely to deliver the best gender outcomes.

We have therefore produced this Scheme with this best advice in mind.

Furthermore, our function of monitoring the Dyfed Powys Police Force for compliance against their equality duties will continue to be carried out via our established monitoring procedures.

This document, therefore, focuses primarily on how the Dyfed Powys Police Authority will develop, action and monitor their Gender Equality Scheme.

Further information on how we currently monitor all Force activity can be obtained by contacting the Police Authority.

#### **1.4 What is a Gender Equality Scheme?**

The new legal Duty, introduced in the Equality Act 2006, places a requirement on public bodies to be proactive and to promote gender equality within their service delivery and employment. It is recognised that public authorities can make an enormous contribution towards removing the barriers to equal opportunities that exist in society.

A Gender Equality Scheme outlines the Authority's gender equality objectives and the action being taken to achieve them. It is a strategy for change, with a realistic and resource allocated Action Plan that focuses on the delivery of outcomes. It outlines our overall equality vision within Dyfed Powys Police Authority, and specifies our approach to gender equality within the context of policing. This Scheme builds upon and informs the corporate aims and objectives of the Authority.

The Gender Equality Scheme relates to girls and boys, men and women, including transsexual men and women.

The Scheme aims to make gender equality central to the way Dyfed Powys Police Authority works, in order to create:

- Better informed decision-making and policy development;
- More effective targeting of policy and resources;
- Better results and greater confidence in the police service, and
- A more effective use of talent in the workforce.

Both sexes endure stereotyping of their roles and needs. The duty should help the police service, and those working in it, to identify and respond to stereotyping, sex discrimination and sexism, resulting in improvements for all.

## **2. Introduction to Dyfed Powys Police Authority and Area**

### **2.1 The Dyfed Powys Police Authority Area**

Dyfed Powys Police Authority (the Authority) is an independent body responsible for the provision of an efficient and effective police service within the counties of Carmarthenshire, Ceredigion, Pembrokeshire and Powys.

According to the mid year estimate for 2005<sup>2</sup>, the population of Dyfed Powys Police Authority area stands at 505,400., with a gender split estimated at 51.8% females and 48.2% males. It is estimated that there are slightly more males than females under the age of 25 in the region, yet there are significantly more females (61%) than males (39%) over the age of 75.

56% of economically active individuals aged between 16 and 75 are male and 44% are female<sup>3</sup>. Of the 97,000 females who are economically active, over 92,000 (95%) are in employment. In comparison, 93% of all economically active males are in employment. Men work an average of 44.35 hours per week, in comparison to a working week averaging 32.19 hours for females. Women tend to occupy administrative and secretarial occupations, whilst men are typically employed in skilled trade occupation roles.

Females make up 88.3% of lone parent households in the Dyfed Powys area. Of these, 19.6% are in full time employment, whilst 19.3% are in part time employment. In comparison, of the 11.7% of male lone parent households, 51.1% work in full time employment, whilst 8.5% are in part time employment.

Further information in respect of the differences between men and women in the Dyfed Powys Police Authority area are available on:

[http://www.statistics.gov.uk/downloads/census2001/KS LA Wales in English.pdf](http://www.statistics.gov.uk/downloads/census2001/KS_LA_Wales_in_English.pdf)

### **2.2 The Dyfed Powys Police Authority**

Dyfed Powys Police Authority is established under Section 3 of the Police Act 1996. It is an independent body – separate from Dyfed Powys Police – that has a statutory role to ensure that the policing service provided by the Force is both efficient and effective.

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<sup>2</sup> Data supplied by the Office of National Statistics

<sup>3</sup> All data relating to employment in this report is from the 2001 census.

With regard to gender equality, Dyfed Powys Police Authority has a two fold responsibility:

- To meet the general and specific duties in relation to the Police Authority's own functions, policies and staff; and
- To ensure that the Force meets the general and specific duties of the Gender Equality Scheme.

Therefore, in addition to ensuring its own compliance with the Gender Equality Scheme, the Authority must also monitor and scrutinise the Force's compliance with the duties. Further detail in respect of the general statutory functions of the Authority is attached in **Appendix A**.

### **2.3 Members of the Authority**

The Authority comprises nineteen members - 10 being members of the relevant Local Authorities in the Dyfed Powys area, 6 Independent Members and 3 Lay Justice Members selected from communities in Dyfed Powys in accordance with provisions contained within the Police Act 1996.

The Authority makes decisions either at meetings of the full Police Authority or through a number of committees, panels and working parties. All meetings are held in public except where the subject matter is confidential, and then the public and press may be excluded from the meetings.

The Authority has established a committee structure to ensure that it is best placed to deal with the challenges it faces. A full list of the staffing structure and Committees is attached at **Appendices B and C**.

Details of Police Authority meeting dates can be found on the Authority's website:

[www.dyfedpowyspoliceauthority.co.uk](http://www.dyfedpowyspoliceauthority.co.uk)

Whilst equality and diversity issues are considered in all Police Authority meetings and all members are responsible for leading and promoting equality and diversity issues, the Community Engagement committee is the primary committee responsible for the monitoring and scrutiny of equality and diversity policies. The aim of the Committee is to embed gender equality within the Authority's commitment to value diversity and to ensure that the Dyfed Powys Police Force does the same.

The Community Engagement committee is responsible for examining all aspects of Authority's Equality Schemes, in addition to monitoring and challenging the Force on the development and application of their Schemes. It reports to the full Authority every quarter. The terms of reference for this committee are attached in **Appendix D**.

Additionally, the Authority has appointed a lead member for Equality and Diversity.

## 2.4 The Authority's Officers

The Authority is made up of 5.4 full-time equivalent members of staff who also support 43 volunteer Independent Custody Visitors and Animal Welfare Lay Visitors. The current staffing structure is as follows:

- **The Chief Executive** (who is also the Authority's Monitoring Officer)
- **The Treasurer** (part-time)
- **The Assistant Clerk** (Lead on Equality and Diversity issues – fixed-term appointment of one year)
- **Committee and Members Services Officer** (who is also the Scheme Administrator for the Independent Custody Visitor and Animal Welfare Lay Visitor Schemes)
- **2 Administration Assistants**

Additionally, the Authority often works in collaboration with the Force. For example, undertaking consultation with the public to gather their views and perceptions on service provision. We aim to continue to deliver community-based policing by listening to the people who work, live and visit Dyfed Powys. The strength of the partnership between the Police Authority and Force and the communities, continues to reap the benefits for the public in Dyfed Powys, consistently making the Force one of the highest performing Forces in England and Wales.

## 2.5 Gender profile of Dyfed Powys Police Authority

Dyfed Powys Police Authority currently consists of 19 members and 40 volunteers who are supported by 5.4 (FTE) secretariat staff. The gender split of Dyfed Powys Police Authority is shown in the table below.

**Table 1: Gender Split of Police Authority.**

	<b>Male Count</b>	<b>%</b>	<b>Female Count</b>	<b>%</b>	<b>Total</b>
<b>Members</b>	16	84%	3	16%	19
<b>Volunteers</b>	19	47%	21	53%	43
<b>Secretariat</b>	1	17%	5	83%	6
<b>TOTAL</b>	<b>36</b>	<b>49%</b>	<b>29</b>	<b>51%</b>	<b>65</b>

Of the 40 volunteers who assist Dyfed Powys Police Authority, 17 (59%) of Custody Visitors and 4 (36%) of Animal Welfare Lay Visitors are female volunteers.

Equality and diversity are seen as central to the operation of all the Police Authority and Force functions. In order to ensure that our activities are equally accessible to men and women, the Authority will continue to:

- Take positive action to address any inequality, disadvantage or discrimination
- Encourage men and/or women to engage in our activity where evidence shows that either gender has a low level of involvement with any particular function, activity or service.

As outlined in our Position Statement earlier, our function of monitoring the Dyfed Powys Police Force for compliance against their equality duties will continue to be carried out via our already established monitoring procedures. Whilst this Scheme will focus primarily on how we will develop, action and monitor our Gender Equality duties, we will also continue to;

- Hold the Force to account for the effectiveness of its employment policies, practices and procedures, and to monitor data relevant to this.
- Hold the Force to account for the effectiveness of its Gender Equality Scheme.
- Hold the Force to account for the implementation of the Human Resources Plan – ‘People Matters’.
- Monitor the achievements of equal opportunities within the Authority and the Force particularly through the scrutiny of recruitment, retention and promotion policies and data.
- Monitor sickness absence and medical retirements of Force personnel.
- Liaise with local representative groups to increase co-operation and decrease duplication on diversity and equal opportunity issues.

In essence, this document is a progression of what we are already doing to promote equality for people as part of our functional role, service delivery and employment practice, and what we plan to do in the future to develop this further.

### **3. Development of the Gender Equality Scheme**

#### **3.1 How we have developed the Scheme**

To achieve positive outcomes that will make an impact, Dyfed Powys Police Authority's approach to equality and diversity has to be sustainable and be part of a wider cultural change across the Authority and Force. In order to measure activity, policies and practices for positive or adverse impact, the Authority requires reliable data and information for the effective monitoring of all its activities and employment practices.

The Scheme has been developed in the following way:

- A draft Scheme was produced together with an Action Plan, which incorporated some initial actions to promote gender equality. A consultation exercise was undertaken with key stakeholders, including staff association representatives, and posted on the Dyfed Powys Police Authority internet and intranet sites in draft format inviting members of the public and personnel within Dyfed Powys Police for comment. Following a period of consultation, amendments were made as appropriate, and the Scheme was then forwarded to the Police Authority Community Engagement committee for ratification and approval.
- Separate questionnaires were sent out to all members, employees and volunteers of Dyfed Powys Police Authority early in 2007. A summary of the results can be seen at **Appendix E**.
- During the same period Police Authority staff were also invited to participate in a joint consultation exercise carried out by the Force, who distributed a questionnaire to all staff.
- A general questionnaire and invitation to be involved was also sent out to the people of Dyfed Powys via the Police Authority website, citizens' panels and consultative for a in early 2007.

#### **3.2 Gender Equality Objectives**

The purpose of producing this Scheme is to bring about change. This Scheme will therefore focus on achieving outcomes – specific identifiable improvements in policies, in the way services and functions are delivered and the gender equality outcomes for employees.

Drawing on National and Local priorities, **our Gender Equality Objectives**, as detailed in the action plan in **Appendix F**, have been formed following consultation and involvement of staff and members of our communities.

The objectives have been determined in full consultation with both employees and service users, taking into account all relevant information. The priorities cover a

three-year period, with **due regard** at the forefront of this process meaning that Dyfed Powys Police Authority have identified the most significant problems to address in relation to the elimination of harassment and discrimination and the promotion of gender equality across employment, service provision, public functions and any other functions.

### **3.3 Initial consultation findings**

All members, volunteers and secretariat staff were issued with a questionnaire concerning gender equality issues.

- A total of 14 questionnaires were returned by members equating to a response rate of 74%.
- A total of 23 questionnaires were returned by volunteers equating to a response rate of 53%.
- A total of 5 questionnaires were returned by staff equating to a response rate of 100%.
- A total of 92 responses were returned from the public.

Additionally, a separate questionnaire was developed for the public which was distributed via the Consultative Fora and the Citizens Panels, thereby involving approximately 2,070 individuals. These questionnaires sought to find out the public's experience and views of interacting with the Police Authority, in relation to gender and other equality issues. This will enable the Authority to identify clear goals and priorities for action for the Gender Equality Scheme.

The summary of the findings is at **Appendix E**. Our findings have been used to formulate our objectives for the action plan to the Scheme, which will be used to build on current standards and to manage our Scheme as it continues to evolve. Dyfed Powys Police Authority commit to:

- Monitor our scheme against the required duties to ensure the Gender Equality Objectives are implemented and progressed.
- Continue to consult and communicate with all stakeholders in relation to the impact and effect of the Scheme.
- Continue to work with stakeholders to identify barriers to the effective discharge of the Authority's duties participation in Police Authority activity and seek ways of addressing them.
- Provide ongoing training for staff, members and volunteers as applicable.
- Monitor the Dyfed Powys Police Gender Equality Scheme against the required duties to ensure the Gender Equality Objectives are delivered and progressed.

## **4. Delivering the Scheme**

### **4.1 Activities to date that support the Police Authority duties**

Dyfed Powys Police Authority is committed to ensuring that gender equality is ingrained in what we do. To that end, a number of actions have already been undertaken to bring this about. Listed below are some examples highlighting work that has already been undertaken:

- The Police Authority has recently appointed a Lead Member of Diversity to 'Champion' the equalities agenda both internally and externally on behalf of the Police Authority.
- The Terms of Reference of the Community Engagement Committee give a proactive role in relation to the formulation and implementation of the Authority's diversity schemes.
- The Finance Resources and Information Management Committee has a proactive role in ensuring employment practices and procedures give full effect to diversity and equality.
- Dyfed Powys Police Authority and Force have a flexible working framework to encourage all employees to think creatively about how a more flexible way of working may enhance service delivery and improve their home life. This includes flexi-time, part time, job-share, home working. This would appeal to employees, members and volunteers with care responsibilities.
- We have reviewed our approach to involving and engaging all local people in our work to ensure they are better informed about what we do.
- Recent research has shown that women are under represented in the Membership of Police Authorities, Dyfed Powys Police Authority being no exception. The action plan includes an attempt to address the gender imbalance.

### **4.2 Consultation & Communication**

Dyfed Powys Police Authority is committed to extending consultation beyond the statutory requirements that are placed upon us. We want to ensure that residents of Dyfed Powys, our service users and all other interested parties have the opportunity to be involved in the planning, prioritising and monitoring of the police service.

To develop the Scheme further, the Authority will work in collaboration with the Force, and where appropriate, other partners, to gather the views of both service providers (employees, members and volunteers) and service users (local communities and visitors). Findings of consultation activity will be reported to the Community Engagement committee, and thereafter the full Authority, and will be utilised to inform the further development of the Scheme.

All information gathered via consultation and from other means e.g. performance data, will be utilised to review the effectiveness of the Scheme in meeting the specific duties of the Gender Equality Duty.

### 4.3 Gender Impact Assessment

An Equality Impact Assessment is a way of deciding whether an existing or proposed policy, procedure, practice or service does (or may have) an “adverse impact” on some sections of society. The “adverse impact” may often be the result of not taking into account the needs of women or men, black and ethnic minority groups, disabled people, people’s religion or belief, sexual orientation or age.

Members and staff have received appropriate training to enable them to carry out the assessments to ensure that they do not include words or potential outcomes that could adversely affect equality under Race and Culture, Faith and Belief, Disability, Gender and Sexual Orientation and Age.

Impact Assessments will take into account all information that is readily available and relevant. Where existing information is either not available or considered insufficient to conduct a proper impact assessment then alternative methods of obtaining such information will be explored.

The impact assessment template, attached at **Appendix G**, is a standard template used to assess all policies for impact. This template will be used to assess all Police Authority functions, policies and procedures for impact in relation to the gender and equality issues. The results of the assessments will be reported to the Community Engagement Committee and subsequently to the full Authority. As appropriate a summary of the results of Impact Assessments will be published on the Authority’s website in due course.

The results of the impact assessments will be used to review and amend existing policies and procedures in order to mitigate any adverse impact, and in order to better promote gender equality. Where new policies are being developed, the results of any appropriate impact assessments will be used to inform and assist their production.

The Authority will also ensure that the Force undertakes Impact Assessments of their policies and procedures.

## **5. Service Provision**

Local policing priorities are set by the Police Authority following extensive consultation with the local community. The Authority aim to take into account the different needs of men and women from all diversity strands, in order to ensure that service provision meets the needs of the whole community.

In considering the service provided by the Force, the Authority is committed to ensuring that performance monitoring takes into account gender differences. Specifically, consideration will be given to monitoring feedback from victims/witnesses via Quality of Service surveys, and monitoring performance in respect of specific crimes that tend to be gendered, for example, domestic violence.

Additionally, Custody Visitors will receive training to ensure that the different needs of males and females are taken into consideration when detained in custody. This will include addressing the specific needs of transsexual people.

## 6. Employment

### 6.1 Employment Monitoring

The Authority will look at its practices and procedures and ask itself the following questions:

- **Employment** - what policies and practices are in place in relation to all aspects of employment (including recruitment, selection, retention, progression, harassment, discrimination, grievance, redundancy, reward, pay, performance assessment and retirement) and have these policies and practices been Gender Impact Assessed to identify if they have a discriminatory impact on women or men, including transsexual women or men?
- **Positive Action** - what lawful positive action initiatives, both internally and externally are being taken to address recruitment, retention and progression?
- **Transparency in recruitment/promotion** – what arrangements are in place to monitor transparency of the recruitment and promotion processes, and are they effective for highlighting issues of gender inequality.

Additionally, we will increase our monitoring of the Force gender profile to the same level as ethnicity and ask them to publish the following information annually.

1. number of employees in post
2. applicants for employment
3. applicants for training
4. number of employees involved in grievance procedures
5. number of employees subject to disciplinary procedures
6. number of employees who cease employment
7. Top 5% of earners
8. applicants by gender and sexual orientation

### 6.2 Equal Pay Audit

Public authorities should prioritise action to address the most significant gender inequalities within their remit, and take actions that are likely to deliver the best gender equality outcomes<sup>4</sup>. This would strongly suggest that authorities should review the issue of whether a pay gap exists between men and women.

The Sex Discrimination Acts prohibit discrimination in non-contractual pay and benefits such as discretionary bonuses in employment. Sex discrimination related to contractual pay and benefits is dealt with under the Equal Pay Act, which gives an individual a right to the same contractual pay and benefits as a person of the

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<sup>4</sup> Equal Opportunities Commission Code Paragraph 2.22

opposite sex in the same employment, or where the source of pay is the same, where the man and the women are doing the same or broadly similar work; work that has been rated as equivalent under an analytical job evaluation study; work that is of equal value.

The Authority will undertake an equal pay audit which will address the following issues:

- Is there a pay gap between men and women doing like work, work of equal value or work rated as equivalent in a job evaluation scheme? Is there occupational segregation? Have all benefits and non-monetary rewards, including over-time pay, bonuses, benefits and annual leave entitlement been used?
- Is there a gender imbalance in the posts available? Are there any barriers such as access to training which prevent women or men going into a particular area of work, for example specialist posts? Have there been any lawful positive action initiatives undertaken?

Additionally, the Authority will monitor the outcomes of any equal pay auditing undertaken by the Force.

### **6.3 Transsexual Staff**

The Gender Equality Duty applies to transsexual people who are either intending to undergo, are undergoing or have undergone gender reassignment. The Authority are committed to ensuring that its policies and procedures are “fit for purpose” and do not discriminate against men or women, including those who are transsexual.

### **6.4 Family Friendly Policies**

For efficiency purposes, the Authority and the Force share a number of Human Resources policies, including family-friendly policies such as maternity/paternity policies, flexible working scheme and career-break scheme. These policies are continually reviewed to ensure they are “fit for purpose” and adhere to any changes in legislation.

### **6.5 Training Issues**

The Authority intends introducing a Personal Development Review (PDR) system for personnel within the Authority, to assist in monitoring performance and identify any learning and development needs. This will include learning in respect of Equality and Diversity issues.

Members of the Authority attend regular seminars, where they receive briefings on specific subjects. This forum has been utilised to provide members with updated information in respect of Equality and Diversity issues. Independent custody visitors also receive regular inputs to ensure their awareness of such issues is maintained and up to date.

In terms of monitoring Force performance, progress in respect of training provision, including the Police Race and Diversity Learning Development Programme, fall within the terms of reference of the Finance Resources and Information Management Committee.

## 7. Procurement & Partnerships

### 7.1 Procurement

Procurement is the process by which a public body enters into a contract with an external contractor to carry out works or provide goods or services. The term encompasses the full range of public authority contracts, including private finance initiative (PFI) projects and public private partnerships.

The gender equality duty applies to those functions which are carried out through procurement as well as those which are carried out directly by the public body itself.

The Police Authority is the contracting party for contracts with external contractors providing works, goods and services to the Police Force and the Authority itself. Where a contractor is carrying out a public function on behalf of Dyfed Powys Police, the legal liability for the gender duty in relation to that function therefore remains with the Authority. Dyfed Powys Police Force, acting on the Authority's behalf, have built the relevant gender equality considerations into the procurement processes to ensure that all of our functions meet the legal requirements regardless of who is carrying them out.

Dyfed Powys Police Force may be involved in **partnerships** e.g. Community Safety Partnerships, Citizens Panels and Call Handling and **collaboration** e.g. Procurement of Forensic Medical Services, Regional Crime Squads and will, therefore, secure agreement from its partners to arrangements for planning, funding and managing joint work that will ensure the statutory gender duty is met.

### 7.2 Partnerships

Dyfed Powys Police Authority are committed to working in partnership with both the authorities and forces within the Welsh region. Collaboration is essential to ensure that service provision meets the challenges facing policing in the twenty first century. As a consequence, this Gender Equality Scheme has been developed through partnership working with the authorities and forces in Wales.

## **8. Monitoring the Scheme**

The Dyfed Powys Police Authority Gender Equality Scheme is a dynamic document and will be amended as appropriate to reflect any changes in legislation or to take cognisance of any organisational developments, and best practice.

The Authority will review the Gender Equality Scheme and report on progress annually. Progress in respect of the Action Plan (Appendix F) will be reported to the Community Engagement committee quarterly.

The Police Authority's Community Engagement Committee has overall responsibility to collate and report on the progress of the Scheme, and to review and update the action plan. They will report progress to the Full Authority annually.

Performance under the Action Plan will be reviewed annually with a full review being carried out every three years. The report and interim action plan relating to that will be published on our website.

## 9. Comments and Complaints

We will take all complaints seriously and will not tolerate any form of discriminatory behaviour.

Members of the Police Authority must adhere to a Code of Conduct. The Ethical Standards Committee deals with complaints about the conduct of members.

Members of the public who feel that they have experienced discrimination in the way the Police Authority has treated them may make a complaint through the Clerk to the Police Authority.

 The Chief Executive, Dyfed Powys Police Authority, Police Authority Offices, P O Box 99, Llangunnor, Carmarthen. SA31 2PF



01267 226440



01267 22644



police.authority@dyfed-powys.pnn.police.uk



(from October 2007) **Commission for Equality and Human Rights (CEHR)**, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW



### **Equal Opportunities Commission**

Windsor House, Windsor Lane, Cardiff, CF10 3GE

Email: [wales@eoc.org.uk](mailto:wales@eoc.org.uk)

Fax: 029 2064 1079

Tel: 0845 601 5901

Alternatively, you can get further information explaining how to make a complaint by contacting the Ombudsman (telephone number 0845 601 0987. (This number is charged at a local call rate) or via:

The Local Government Ombudsman

Derwen House

Court Road

Bridgend

CF31 1BN

Telephone: 01656 661325

Fax: 01656 658317

Email: [enquiries@ombudsman-wales.org](mailto:enquiries@ombudsman-wales.org)

[www.ombudsman-wales.org](http://www.ombudsman-wales.org)

We monitor complaints as another way of gathering information to see whether we are meeting our equality duties.